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CAUT ACPPU
# BULLETIN
Canada's Voice for Academics
La voix des universitaires du Canada

VOL 52 | NO 6 | JUNE 2005 JUIN | CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS | ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ

## CAUT Commends UWO President on Degree Stance

CAUT last month commended the University of Western Ontario administration for defending academic freedom in the face of a growing controversy over plans to award an honorary degree to Dr. Henry Morgentaler.

"We fully support Western president Paul Davenport for standing firm behind the decision of the university senate's honorary-degree committee," said CAUT president Loretta Czernis. "That decision was based on all the appropriate academic grounds and reached through the usual and careful process for awarding honorary degrees."

Davenport has been under pressure from some members of the university's board of governors to rescind the degree to Morgentaler, an outspoken defender of abortion rights, out of concern the recognition would hurt fundraising efforts.

In an open letter to the university community, board chairman Donald McDougall threatened to override the committee's decision.

In response, the University of Western Ontario Faculty Association called on McDougall to apologize for his comments or step down as chair of the board.

"Mr. McDougall has used his position as chair of the board of governors to thwart an academic decision," said Allan Gedalof, president of the faculty association. "In his so-called open letter, Mr. McDougall displays a fundamental lack of understanding of those things that lie at the very heart of all good universities, the very things he has a duty to

See CAUT Page A4

# Ottawa U Faces Inquiry Over Research Seizure

University of Ottawa — An unprecedented seizure & copying of confidential research records & data without charges or reasons prompts CAUT to set up an independent committee of inquiry to investigate the violation.

When Anne Duffy, a University of Ottawa professor of medicine, arrived for work at the university's Institute of Mental Health Research at the Royal Ottawa Hospital on March 23, she got a nasty surprise inside.

On her secure file room door was a note advising that her research records, as well as those of colleagues Paul Grof and Martin Alda, had been removed.

Additional research material had also been seized from her locked office and from the offices of her research coordinator and research nurse. A note taped to the door said the removal had been done by the "ROH administration, IMHR administration and Research Ethics Board." No reasons were given.

Duffy then discovered, along with her staff, that their computer settings had been altered, preventing them from adding to or working with their database.

In addition, their computer files had been moved to a different drive on the hospital's network.

See OTTAWA Page A6

## L'Université d'Ottawa confrontée à une enquête

Lorsque Anne Duffy, professeure de médecine à l'Université d'Ottawa, s'est présentée au travail, le 23 mars dernier, à l'Institut de recherche en santé mentale (IRSM) de l'université, rattaché à l'Hôpital Royal d'Ottawa (HRO), une surprise désagréable l'attendait.

Quelqu'un avait affiché sur la porte sécurisée de sa salle des dossiers une note l'informant que ses dossiers de recherche, de même que ceux de ses collègues Paul Grof et Martin Alda, avaient été emportés.

D'autres documents de recherche avaient également été saisis dans son bureau fermé à clé et dans ceux de ses employés, le coordonnateur de la recherche et l'infirmière chercheure. Une note collée sur la porte indiquait que les dossiers avaient été pris par « l'administration de l'HRO, l'administration de l'IRSM et le Comité d'éthique de la recherche ». Aucune justification n'était donnée.

Dre Duffy et ses employés ont ensuite constaté qu'ils ne pouvaient plus avoir accès à leur base de données parce que quelqu'un avait modifié les paramètres de leurs ordinateurs.

De plus, leurs fichiers informatiques avaient

Voir L'UNIVERSITÉ D'OTTAWA à la page A8

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# LETTERS COURRIER

## More to Offer

In response to Donald Kerr's letter ("McMaster Policy Revisited," *Bulletin*, May 2005), I would like to point out that one aspect of the topic has been ignored, namely, that an academic appointment entails between eight and 10 years of education beyond the average school-leaving level. This means an academic is exposed to many more ideas and cultural experiences than is the average citizen.

Thus, in addition to contributions to civic discourse based on a narrow field of expertise, an academic can also make valuable contributions based on his or her wider knowledge of politics, the environment or municipal matters, gained because he or she has been trained at the university to seek information in an organized manner.

It is this wider and objectively gained education that allows an academic to put forward his or her views over a signature distinguished by the title "Professor."

**NICHOLAS SOLNTSEFF**
Retired Professor
Computing & Software
McMaster University

## Sessionals' Anguish

It's that time of year. Many of us have received disappointing course evaluations, disappointing in the sense that the passengers on the Titanic were disappointed to find out their ship was sinkable. In fact, as a sessional lecturer, my evaluations have probably sunk my application to teach at a local college.

Now, after the fact, I know my lectures were unpopular compared to most others in the university. There are improvements I can make, although I'm mystified by many of the complaints. I suspect I'm a poor teacher, certainly I'm now considered as such by my department. However, in the other part of my life, I analyze data and design experiments for other people and it makes me uncomfortable that nothing was really tested here. For example, did the students actually learn less from me? Of course, given two teachers who are otherwise equal, the employer should choose the one that has the better student evaluations.

However, suppose there's an inverse relationship between student satisfaction and student learning? Unlikely, but possible. The point is no one from my department ever dropped in to check that my teaching was adequate. We're just presented with students' comments (transcribed by departmental secretaries, resulting in anonymity for the students and exposure of the lecturer). At the very least, we should be invited to rebut those comments.

Most would admit that sessional lecturing is a poor deal. Academia is a zero-sum game. We train more PhDs than are needed. The difference in ability between those chosen and those rejected may be very slight or even due to chance, but the perceived difference in status is large. The losers from university competitions enter competitions for college positions and so on until the only option is to change careers or work for low wages — sessional lecturing.

We need an organization, perhaps called Sessionals Anonymous. Sessional lecturers need to stand up and admit they're addicted to academia, that they became addicted as doctoral students and post-docs. They're addicted to the adrenaline rush they get as they enter a lecture hall, to being called professors by students, although they make less money than their TAs.

They need to stop pointing to the few sessionals who have moved onto faculty; these are like the few hockey players who have moved from the minor leagues to the NHL. Randolph Ness suggests depression is caused by remaining in a situation, a relationship or a career, too long. He compares it to optimal foraging in which the "patches" are the situations. Well, sessionals, maybe it's time to move onto another patch.

That being said, I enjoy teaching and I'm rewarded by the students who have learned and become excited by the material. In spite of my evaluations, I might be offered another course. Maybe just one more time …

**ROBERT ST. CLAIR**
Biology
University of Alberta

## Erratum

Le titre d'un article paru dans le *Bulletin* de mai dernier aurait dû se lire comme suit : « Le Collège universitaire du Nord frappé de censure? » Le *Bulletin* regrette l'erreur.

# Ontario to End Mandatory Retirement

THE Ontario government has introduced legislation that will end mandatory retirement for workers aged 65 and older.

"People are healthier and living longer so it is unfair to insist that they stop working simply because they turn 65," said Labour Minister Chris Bentley. "Ending mandatory retirement would allow workers to retire based on lifestyle, circumstance and priorities."

The Ontario Human Rights Code currently does not protect people beyond age 65 from age discrimination for employment purposes. As a result, employees can be forced to retire at 65.

Academic groups in the province welcomed the legislation and called for its speedy passage.

"For more than 20 years, academics have pressured the provincial government to eliminate legalized age discrimination in the workplace so this legislation represents a significant victory," said Michael Doucet, president of the Ontario Confederation of University Faculty Associations.

Academics in Ontario have long argued against mandatory retirement on the grounds that an academic career differs considerably from that of other employees. The process required to become a university professor is longer than other professions – 10 to 12 years to get a degree, followed by several years of post-doctoral experience or contract teaching. As a result, professors have a career that often lasts less than 35 years.

The Ontario legislation will allow mandatory retirement to continue if it can be justified on "bona fide occupational requirement" grounds determined under the Human Rights Code. That means employees can still be forced to retire when they turn 65, or even younger, if it can be shown they no longer meet the requirements of the job or if they cannot be accommodated without causing undue hardship to the employer.

That has some labour groups worried. "Younger workers in their 50s and early 60s should be asking what the effect will be on them of the [exemption] provision in this government's legislation," warned Sid Ryan, president of CUPE Ontario.

It raises the spectre of all employees having to prove that they are physically and intellectually able to continue performing their jobs, Ryan said.

Others argued that the end of mandatory retirement could force many lower-income workers to stay on the job longer than they want.

"Eliminating mandatory retirement without addressing all the issues that effect a person's quality of life upon retirement is an empty promise," said Ontario Federation of Labour president Wayne Samuelson. "When pension plans are inadequate and government support falls short people are not in a position to 'choose' to retire."

In unveiling the new legislation at a Home Depot store known for hiring older workers, Bentley dismissed such concerns and argued that ending mandatory retirement will have little impact on the labour market. Only about 4,000 people a year are expected to take advantage of the change, out of nearly 7 million Ontario workers.

According to Statistics Canada, the number of Canadians aged 65 and over is expected to double to almost eight million by 2028 from nearly four million in 2000. In 2001, almost 12 per cent of the Canadian population aged 65 to 69 was still employed. While there is an increasing trend toward early retirement, more than 20 per cent of workers aged 45 and older plan to work past 65.

The government also suggested that groups such as recent immigrants and women might be disadvantaged by the current mandatory retirement policies.

Immigrants often enter the Ontario workforce later in their careers and many women temporarily withdraw from the labour force for family or other reasons, Bentley said. As a result they may have to work longer to ensure their financial security later in life.

Ontario is not the first jurisdiction in Canada to move in this direction. Manitoba, Quebec, Alberta, Prince Edward Island, Nunavut, Yukon and the Northwest Territories have already banned mandatory retirement. ■

Learn more about Ontario's new retirement legislation at www.gov.on.ca/LAB/english/news/m_mr.html.

# COMMENTARY
# TRIBUNE LIBRE

## PRESIDENT'S COLUMN

## Willing to Risk Everything

By LORETTA CZERNIS

PEOPLE often ask me if I was born in Canada. I was born in Toronto on July 28, 1952. I suppose I am often asked this question because of my last name. I was taunted mercilessly as a child because of my last name.

My father, Wincenty Czernis, was born in Poland. He studied theatre at Jagellonian University in Krakow. He was also on the university boxing team. He told me one day soldiers came into the gym where he was training and loaded all the young men onto waiting buses. They were being conscripted into the Polish Armed Forces.

My father completed his required number of tours with the Polish Air Force and then traveled to Scotland with some other flyboys, where he flew many more missions. When I asked him why he traveled to Scotland and continued to fight, he told me the following story.

His parents had some land near Zakopane. They had been secretly contacted by an underground organization that was helping Jews escape from Nazi-occupied Poland. My grandparents agreed to help, arranging shelter as the need arose in several large barns on their property. In most cases those fleeing for their lives would be in transit, and would only need food and a safe haven for one night.

But some of the neighbors became afraid. One day during a surprise raid, German soldiers marched into my grandparents' kitchen. My great-grandmother Eugenia was slicing loaves of bread, helping her son who was preparing meat and cheese for sandwiches. The soldiers immediately realized the family was preparing a meal for many people.

They searched the house and found no one other than my grandparents and great-grandmother. They then searched the barns. Minutes later, the soldiers returned to the kitchen, and without asking any questions, shot and killed my grandparents. They then turned to Eugenia and said: "Tell others what you have seen."

Eugenia lived another 20 years. She did tell the story, saying how proud she was that her son and daughter-in-law had made a difference during the war. My father was also motivated to try to make a difference, so he joined the Polish Squadrons that flew with the RAF.

Wincenty taught me about courage. I will share with you one of his life lessons. "Always speak out when you see corruption, regardless of possible consequences," he would say. "Those in power hope they will be so greatly feared that we will keep silent. The only thing to fear is silence."

He would also say that if I behaved in a cowardly manner, I would have to face Eugenia in the morning. Apparently I resemble her. "How can you not take a stand?" he would ask. "There is no danger here compared with what your ancestors endured."

Eugenia has inspired me to try to be a courageous academic. I think of her whenever I speak out in defense of academic freedom, of faculty governance, or when I am seeking justice for oppressed colleagues and students.

Defending those who have been exploited and protecting negotiated rights can be very lonely work. It helps to remember dynamic people who have helped to shape us. Those who stand up to tyranny are always alone. Yet throughout history there have been many strong-willed individuals. When we stand alone for what is right we join a group of defiant optimists who are not afraid to say "no" to destructive forces. It is my hope that all of us may become members of this prestigious cadre. ■

## LE MOT DE LA PRÉSIDENTE

## Risquer le tout pour le tout

Par LORETTA CZERNIS

ON me demande souvent si je suis née au Canada. En fait, je suis née à Toronto le 28 juillet 1952. Je suppose que la question m'est souvent posée à cause de mon nom de famille. D'ailleurs, quand j'étais petite, j'étais constamment l'objet des railleries impitoyables des autres enfants à cause de mon nom.

Mon père, Wincenty Czernis, est né en Pologne. Il a étudié le théâtre à l'Université Jagellonian à Cracovie. Il faisait également partie de l'équipe de boxe de cet établissement. Il m'a raconté qu'un jour les soldats sont entrés dans le gymnase où il s'entraînait et qu'ils ont embarqué tous les jeunes hommes à bord d'autobus prêts à démarrer. Ils étaient enrôlés dans les Forces armées polonaises.

À la fin de sa période de service obligatoire au sein de la Force aérienne polonaise, mon père s'est rendu en Écosse avec d'autres pilotes où il a mené un nombre considérable de missions aériennes. Lorsque je lui ai demandé pourquoi il avait continué de voler en Écosse, il m'a raconté l'histoire suivante.

Ses parents possédaient un morceau de terrain près de Zakopane. Ils avaient été contactés secrètement par une organisation clandestine qui aidait les Juifs à fuir la Pologne occupée par les nazis. Mes grand-parents ont bien voulu apporter leur aide en offrant le gîte et le couvert, dans plusieurs grandes granges aménagées sur leur propriété, à des gens qui, pour la plupart, s'enfuyaient pour sauver leurs vies et qui s'arrêtaient seulement pour une nuit.

Mais certains des voisins ont commencé à prendre peur. Un jour, au cours d'une attaque surprise, les soldats allemands ont pénétré dans la cuisine de mes grands-parents. Alors que mon arrière-grand-mère Eugenia s'affairait à trancher du pain et que son fils coupait la viande et le fromage pour les sandwiches, les soldats ont vite réalisé que la famille était en train de préparer le repas de nombreuses personnes.

Ils ont passé la maison au peigne fin sans y trouver personne d'autres que mes grand-parents et mon arrière-grand-mère. Ils ont ensuite fouillé les granges. Quelques minutes plus tard, les soldats sont revenus dans la cuisine et, sans poser de questions, ont tué à bout portant mes grands-parents. Puis, se tournant vers Eugenia, ils lui ont dit de raconter aux autres ce dont elle venait d'être témoin.

Eugenia a survécu encore vingt années. Elle n'a pas hésité à relater les événements, toute fière que son fils et sa belle-fille aient influencé le cours des choses pendant la guerre. De son côté, mon père, non moins déterminé à apporter sa contribution, s'est enrôlé dans les escadrons polonais qui volaient aux côtés de la Royal Air Force.

Wincenty m'a enseigné le courage, et j'aimerais partager avec vous l'une des leçons qu'il a tirées de la vie. « Il ne faut jamais hésiter à dénoncer ouvertement la corruption, quelles qu'en soient les conséquences. Les détenteurs du pouvoir espèrent être craints au point de nous imposer le silence. La seule chose à craindre, c'est le silence. »

Voir RISQUER à la page A8 ☞

## Funding Policies Threaten Excellence

By LOU SIMINOVITCH

IN spite of resources that are relatively modest for a G8 country, Canadians have made and continue to make more than their share of contributions to the world's science literature. They've made a difference. It is encouraging, therefore, that over the last five to 10 years, the Canadian government has increasingly understood the importance of investment in innovation and in research and development to our country's future economic health. The government has shown its commitment by seriously escalating funding and development of new programs. The new funds have had a significant impact on Canada's science environment, attracting world-class scientists from around the globe, including from the United States.

In Canada, resources are allocated through four major programs: the Canadian Institutes of Health Research, the Canada Foundation for Innovation, the Networks of Centres of Excellence and Genome Canada. In supporting national programs, the government is addressing important needs consistent with an aggressive R&D policy.

But in my view, the government's execution of these programs' execution compromises the very ends it hopes to achieve — innovation, a vibrant and effective research community, and international excellence and competitiveness.

Wherein lies the problem?

One may be concerned about individual facets of each program, but most damaging, to my eyes, is a prevailing policy of emphasis on political imperatives — so-called strategic or short-term objectives that end up devaluing the importance of science excellence. And without a culture that promotes quality and inventiveness, effective R&D will falter.

In allocation of resources, a major criterion for funding is strategic impact. Of course, scientists expect to be judged by the innovative nature of their work and its potential scientific impact — but more and more they are also expected to justify their requests according to other criteria that are irrelevant to science per se.

Governments have always placed priority on short-term, strategic national objectives. But they must also understand the importance of fostering and nurturing quality, the nidus, or hatchery, of innovation.

In recent years, the balance between these two objectives has changed, with increasing attention to the need to meet a broad panoply of objectives, often to the detriment of creativity. In some cases, applications by excellent investigators may fail because they do not satisfy the strategic criteria. Canada could lose forefront science and outstanding scientists, even as more mundane science may succeed. We're in serious danger of killing the golden goose — the R&D science base that will fuel our health and economic future.

The focus on several objectives is engendering a second problem. Excessive emphasis on non-scientific issues is in vogue both in preparing applications and reporting. Increasingly, scientists are being forced into an administrative mode. More and more scientists spend time at their desk (and in the shower), thinking about resource accrual rather than spending time in laboratories doing research. Much of their effort is directed to satisfying strategic requirements rather than scientific objectives. Are we promoting those with better writing and administrative skills rather than those with the best ideas? We are seeing the emergence of scientific entrepreneurs — individuals who, even early in their careers, are focusing on resource accrual at the expense of their science agenda.

A third wrinkle has surfaced in recent years: the priority placed on collaboration, obligatory partnerships and co-funding.

Let me explain "co-funding." It's a process in which a funding agency provides only a fraction of the cost of the project. The scientists must then find the other funds from alternative sources. This has the effect of "extending" the apparent funding of the agency, but it doubles the work for the researcher. In some circumstances, it can work well (in, say, industrial partnerships) but it also means that the ultimate decision to fund is based on whether the scientist has secured the co-funding, rather than on the project's scientific merit. There's much virtue in policies that promote such initiatives, but where they've become the sine qua non for success in funding, excellence is not well served.

We all understand innovation will fuel future industrial competitiveness, but it's less well understood that the nidus of innovation is best catalyzed by allowing scientists to dream. Emphasis on strategic objectives, partnering, and due diligence won't do the trick.

The late Dr. Bill Bigelow, a Toronto cardiac surgeon, was an innovator in the use of hypothermia in heart surgery and the development of the heart pacemaker; he had an unprecedented impact on health care and industry. There's no doubt that Dr. Bigelow would fare badly in the present funding environment. By its very nature, great science does not lend itself to traditional auditing operations.

See FUNDING Page A6 ☞

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# An intelligent career choice

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# NEWS

## CAUT Establishes Retiree Health Benefits Program

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ONE day you have the security of a group healthcare plan to help fill the gaps left by your provincial health insurance coverage. The next, as a result of retirement, your benefits may be gone, and you face paying for routine medical expenses such as prescription drugs, dental services, prescription eyewear and chiropractic visits, out of your own pocket.

To complicate matters, if an accident or illness were to occur, the significant out-of-pocket expenses you would have to pay, in addition to those everyday healthcare bills, could quickly leave you in financial jeopardy.

If your existing group plan does not offer a continuation option for medical benefits, you'll have to shop for individual coverage. How healthy you are will make a big difference in the policies you can buy.

All individual health plans are medically underwritten and they will exclude current medications you are taking. Unlike with group policies, you must disclose your medical condition to obtain individual coverage. If you have a pre-existing condition, such as heart disease, cancer or diabetes, you will, in most cases, be denied coverage or offered an extremely limited plan.

To deal with this problem, CAUT has negotiated access to ManuLife's "FollowMe" plan. The plan provides comprehensive coverage without a medical to all CAUT members who apply for coverage within 60 days of retirement.

In addition, special one-time arrangements are being negotiated for exisiting retirees, so they can also obtain coverage without a medical examination. ■

Details of the plan will be available soon at www.caut.ca

Version française à la page A5.

## UWatch Shines Light on Universities

WITH startup funding from the Graduate Students Association at the University of Ottawa, a group of students and faculty have launched uwatch.ca — an organization and web site dedicated to the vision that universities ought to be transparent institutions serving in the public interest.

The site provides links, information, discussion forums, campaign tools, and searchable data for groups and individuals that share those goals, including student and labour activists, student governments, campus groups and civil society organizations.

Although uwatch is a self-directed advocacy group, it will work in close conjunction with strong advocates for public post-secondary education such as CAUT, the Canadian Federation of Students, and the many student associations and labour groups that are defending the public stewardship of Canada's universities.

Initial uwatch initiatives have focused on two main areas — bringing universities under freedom of information legislation and building opposition to campus exclusivity deals. In the latter, uwatch worked with the Polaris Institute against exclusivity marketers on campus, and is active in the movement that has terminated the controversial "cash for access" cola contracts on more than 60 campuses across North America. The campaign has now been widened to support associations that are refusing the "tainted cash" offered to university administrations and campus groups by the beverage industry.

According to the site, uwatch also seeks to support and defend those who speak out against the new corporate universities. ■

## CAUT Commends UWO President on Degree Stance

☞ From PAGE A1

uphold and protect: responsible academic freedom and respect for due and fair academic processes. He should retract or resign."

Czernis noted that academic freedom is the essential ingredient of the modern university.

"It is the right to teach, learn, study, discuss and publish free of orthodoxy or institutional censorship, reprisal and discrimination," she said. "It is the very thing that makes universities the unique institutions they are. President Davenport and his administrative colleagues are to be commended for understanding this and for showing leadership in response to the controversy."

Morgentaler is one of 10 people who will receive an honorary degree at Western's spring convocation June 16. ■

Version française à la page A8.

# Berkeley Reverses Tenure Denial of Outspoken University Critic

THE University of California at Berkeley has reversed a controversial decision to deny tenure to an outspoken critic of the university's ties to the biotechnology industry.

Ignacio H. Chapela, an assistant professor of microbial ecology, was initially denied tenure in late 2003 after a university senate committee overruled the recommendations of both a faculty committee and an ad hoc panel of specialists in the field.

At the time, Chapela maintained that the senate committee, and Berkeley's chancellor Robert Berdahl, had denied him tenure because of his persistent criticism of the university's multi-million dollar deal with the biotechnology company Novartis (now known as Syngenta). That deal, which ended in 2003, gave the company first rights to commercialize the research of faculty members.

Chapela told the Chronicle of Higher Education that he was surprised by the reversal. "I couldn't see a reason that they would say yes, after they had said no," he said. "I would have gone had it not been for the public attention."

Chapela found himself at the centre of controversy in November 2001 when an article he and a graduate student published in Nature claimed that native corn in Mexico was being contaminated by material from genetically modified corn. The findings ran counter to the assurances of the biotechnology industry

Ignacio Chapela

that genetically engineered material does not travel from one field to another.

Six months later, after receiving a number of letters contesting the research, the journal published an editorial saying the evidence cited in Chapela's research was not sufficient to justify his conclusions.

Chapela in turn argued he was the victim of a carefully-orchestrated smear campaign launched by pro-industry scientists and the biotechnology industry. The controversy spilled over into his tenure bid. Despite positive recommendations from his department, his dean and 14 external referees, the University Budget Committee advised the chancellor to reject tenure

That decision unleashed a storm of protest from academics and others around the world.

"I have no direct evidence of anything," Chapel said at the time. "But the crown jewel of Berdahl's chancellorship is building a bioengineering building."

In 2004, Berkeley responded to the mounting criticism by appointing a team of outside scholars to assess the deal with Novartis. Their report suggests there was a potential conflict of interest among administrators that had adversely affected Chapela's tenure review.

Last month, the university announced that the faculty committee had reversed its earlier decision and recommended that Chapela be granted tenure. Berkeley's new chancellor, former University of Toronto president Robert Birgeneau, agreed.

"This decision is a clear message of vindication not only of myself, but also of the innumerable individual and collective efforts put into this process by all of you," Chapela said in a statement, which he sent to his supporters May 18. "You have generously added your voices to the many questions raised around my tenure review and demanded a process free of conflict of interest or undue influence, and for this I am thankful."

CAUT followed the case closely and last fall wrote to chancellor Birgeneau urging him to "see that Professor Chapela is treated jusily and to ensure that measures are taken to ensure that academic freedom is protected for all faculty at Berkeley." ■

# L'ACPPU offre un nouveau régime pour les retraités

## Que faire lorsque vous cessez de participer à un régime d'assurance collective?

UN jour, vous bénéficiez de la sécurité d'un régime d'assurance-santé collective qui complète la couverture offerte par le régime d'assurance-maladie provincial. Le lendemain, vous partez à la retraite et cette sécurité s'est peut-être envolée. Vous vous retrouvez à devoir payer de votre poche les frais médicaux courants tels les médicaments sur ordonnance, les services de soins dentaires, les verres de prescription et les visites chez le chiropraticien.

Pour rendre les choses encore plus compliquées, dans le cas où vous subiriez un accident ou seriez frappé par la maladie, votre situation financière pourrait vite être menacée du fait que vous auriez non seulement à débourser des frais considérables de votre poche, mais aussi à payer les factures relatives aux soins de santé ordinaires.

Si votre régime collectif actuel ne vous offre pas la possibilité de continuer à bénéficier d'une assurance des frais médicaux, il vous faudra trouver une assurance individuelle. Votre état de santé fera toute la différence dans le type d'assurance que vous devrez souscrire.

Contrairement aux régimes collectifs, tous les régimes d'assurance-santé individuels exigent que vous fournissiez une preuve de bonne santé, et ils ne couvriront pas les médicaments que vous prenez à l'heure actuelle. Vous devrez déclarer votre état de santé pour obtenir une assurance individuelle. Si votre dossier médical fait état d'une condition préexistante, comme une maladie cardiovasculaire, le cancer ou le diabète, on refusera, dans la plupart des cas, de vous assurer ou bien on vous offrira une couverture des plus limitée.

L'ACPPU a voulu remédier à ce problème en négociant pour ses membres la possibilité de participer au régime *Emporte-moi* de la Financière Manuvie. Ce régime offre une protection complète à tous les membres de l'ACPPU qui présentent une demande d'adhésion dans les 60 jours suivant le début de leur retraite. Et sans même avoir à subir un examen médical. D'autre part, l'ACPPU négocie actuellement des modalités spéciales uniques pour les personnes déjà retraitées, de sorte que celles-ci puissent aussi bénéficier d'une protection, sans une évaluation médicale. ■

Les modalités de participation au régime seront publiées bientôt à www.acppu.ca.

English on page A4

# L'enseignement transfrontalier : une source d'enrichissement

L'ÉBAUCHE finale des lignes directrices internationales destinées à surveiller la qualité de l'enseignement postsecondaire dispensé à l'extérieur des frontières a été rendue publique le mois dernier dans un climat de controverse qui perdure toujours.

Élaborées conjointement par l'UNESCO et l'OCDE, les lignes directrices sur l'assurance qualité ont apparemment pour objet de protéger les étudiants contre le nombre croissant de fournisseurs peu scrupuleux et d'usines à diplômes qui sont exploitées dans le monde à l'heure actuelle. Les critiques, par contre, avancent que ces lignes directrices visent également à faciliter le commerce des services d'enseignement supérieur par le biais d'accords commerciaux comme l'Accord général sur le commerce des services.

Selon David Robinson, directeur général associé de l'ACPPU, « les règles de l'AGCS servent à promouvoir le libre échange des services tel que l'enseignement en garantissant l'accès aux marchés à tous les prestataires ».

« Vu la prolifération des usines à diplômes qui opèrent actuellement dans le monde, l'on craint que l'ouverture des marchés à toutes les entreprises étrangères d'enseignement supérieur ne prépare la voie à un afflux de prestataires de piètre qualité. C'est l'une des raisons pour lesquelles tant de pays demeurent peu disposés à prendre dans le cadre de l'AGCS des engagements en ce qui a trait aux services d'enseignement. »

Les lignes directrices, fait observer M. Robinson, servent maintenant à presser un plus grand nombre de pays à prendre des engagements en matière de services d'enseignement en vertu de l'AGCS.

Lors d'une réunion de la Commission syndicale consultative qui s'est déroulée en mai dernier, le directeur adjoint de l'éducation à l'OCDE, Bernard Hugonnier, a déclaré : « Nous croyons comprendre que les lignes directrices ont une incidence profonde sur les négociations de l'AGCS ».

M. Robinson souligne qu'à la dernière réuuion de rédaction des lignes directrices qui s'est tenue en janvier, « M. Hugonnier a soutenu dans un exposé que l'initiative conjointe de l'OCDE et de l'UNESCO n'avait absolument rien à voir avec l'AGCS ».

M. Robinson affirme par ailleurs que l'impact des lignes directrices se fait déjà sentir au Canada. Invoquant le document élaboré par ces deux organisations internationales, le Conseil des ministres de l'Éducation du Canada a entamé, l'automne dernier, un processus de consultation en vue d'établir un système « pan-canadien » d'évaluation de la qualité des nouveaux établissements et programmes menant à un grade.

« Dans le contexte de la commercialisation de plus en plus marquée des services d'enseignement à l'échelle internationale où les normes et mécanismes d'assurance qualité constituent un important thème de marketing, le Canada sera peut-être dans une position désavantageuse pour attirer les étudiants étrangers et exporter ses programmes vers les autres pays », selon le document de consultation.

« L'assurance qualité se réduit maintenant à un exercice de marketing ou de promotion d'une marque-service », observe M. Robinson. « Ce constat met en lumière une profonde division entre ce que nous, les membres du personnel académique, considérons comme un enseignement de qualité et ce que les rédacteurs des lignes directrices veulent réellement dire. Pour ces derniers, l'assurance qualité concerne avant tout l'accroissement des débouchés. »

M. Robinson souligne la nécessité, selon lui, d'établir des règles pour protéger les étudiants et renforcer la qualité de l'enseignement sur le plan international. « Ces règles, toutefois, contrairement aux lignes directrices préliminaires actuelles et à l'AGCS, doivent reposer solidement sur des valeurs éducatives et non pas sur des objectifs commerciaux. »

L'adoption des lignes directrices sera débattue plus tard cette année à la réunion du comité directeur de l'OCDE et à la conférence générale de l'UNESCO. ■

English on page A6.


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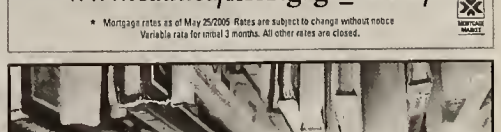

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Negotiating the Changing Culture of Academic Librarianship

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# NEWS ACTUALITÉS

## AUT Revokes Israeli Boycotts

UNIVERSITY lecturers in Britain voted last month to overturn a controversial boycott of Israeli institutions.

In April, the Association of University Teachers approved a motion to sever all academic links with two Israeli universities — the University of Haifa for alleged violations of academic freedom and Bar Ilan University for developing programs with a college operating in the occupied West Bank territory. Both universities have denied the claims.

The boycott would have encouraged AUT members to "refrain from participation in any form of academic and cultural cooperation, collaboration, or joint projects" with the two institutions.

But last month, at an AUT special council meeting, delegates voted overwhelmingly to "revoke all existing boycotts of Israeli institutions."

In a statement released May 26, AUT said delegates supported a motion calling for a review of the organization's international policy with the aim of "providing practical solidarity to Palestinian and Israeli trade unionists and academics."

Jon Pike, a senior philosophy lecturer at the Open University and the founder of an anti-boycott group, said he was "relieved" at the decision.

He said he was sympathetic to the Palestinian cause but that he opposed the boycott because it was an "infringement of academic freedom and contributed nothing towards peaceful resolution of the conflict."

David Hirsh, from Goldsmiths College in London, also welcomed the policy reversal, saying: "A boycott is a tokenistic gesture which does more harm than good.

"The need for hard work, building links with Palestinian and Israeli academics, is less glamorous but much more important."

Supporters of the boycott, however, vowed to continue their fight.

"This is the start, not the end, as far as the boycott campaign is concerned," said Sue Blackwell, an English lecturer at Birmingham University, who proposed the original boycott.

"We have put this issue firmly on the map and we have shown that people in British academia do care about what is happening in the occupied territories.

"We won the moral argument. They just won the vote."

Another boycott supporter, Steven Rose of the Open University, told the meeting that he was born and raised an orthodox Jew and has spent his life fighting anti-Semitism.

"During the 1930s, Jewish academics in Germany were being expelled from their universities and fleeing the country," he said. "And British academics continued to deal normally with them as if what was happening was something not to be spoken about in polite society. We have no right to remain silent, to treat Israel as if it were a normal state."

Sally Hunt, general secretary of AUT, said: "It is now time to build bridges between those with opposing views here in the UK and to commit to supporting trade unionists in Israel and Palestine working for peace." ■

## Big Gains for Commercial Providers in Cross-Border Higher Education

THE final draft of international guidelines designed to monitor the quality of post-secondary education provided across borders was released last month amid continuing controversy.

The guidelines on quality assurance, developed jointly by UNESCO and OECD, are ostensibly intended to protect students from the growing numbers of rogue providers and degree mills that are now operating internationally. But critics say the guidelines are also designed to facilitate the commercial provision of higher education through trade agreements like the General Agreement on Trade in Services.

"The rules of GATS are designed to promote free trade in services like education by guaranteeing market access for all providers," said David Robinson, CAUT's associate executive director.

"Given the proliferation of diploma mills now operating internationally, there is real concern that granting open market access to all foreign higher education enterprises will usher in a flood of poor quality providers. This is one reason why so many countries remain reluctant to make GATS commitments on education services."

Robinson suggests the guidelines are now being used to put pressure on more countries to commit education services to GATS.

According to the OECD's deputy director of education, Bernard Hugonnier, at a May meeting of the Trade Union Advisory Committee, "the guidelines, we understand, are having a major impact on GATS negotiations."

Robinson says it's worth noting that at the final drafting meeting for the guidelines in January, "Hugonnier made a presentation in which he insisted the OECD and UNESCO initiative was completely unrelated to GATS."

Robinson also said the guidelines' impact is already being felt in Canada. Citing the OECD/UNESCO document, Canada's Council of Ministers of Education last fall launched a consultation process aimed at developing a "pan-Canadian" initiative to assess the quality of new degree programs and institutions.

"In the context of growing international trade in education services in which quality assurance standards and procedures are a major marketing theme, Canada may be disadvantaged in attracting foreign students and exporting programs abroad," according to the consultation document.

"Quality assurance is now being reduced to a marketing or branding exercise," comments Robinson. "This reveals a fundamental divide between what we as academic staff understand as a quality education and what the drafters of the guidelines intend. For them, quality assurance is primarily about expanding market opportunities."

Robinson suggests rules are needed to protect students and to promote quality in international education but that "as opposed to the current draft guidelines and GATS, these rules must be based solidly on educational values, not commercial objectives."

The adoption of the guidelines will be discussed and debated at the OECD governing board and the UNESCO general conference later this year. ■

Version française à la page A5.

## Funding Policies Threaten Excellence

☞ From PAGE A3

We are on our way to correcting Canada's long-standing dearth of research funds. But in correcting that problem, we have created another one: a culture that is unattractive to those who are able to make a difference.

Why have we come to this point? In my view there is insufficient dialogue between working scientists and those making the policy decisions. In general, policies are often being developed by individuals or bodies who are more attuned to political objectives, who often have little understanding or empathy with science and scientists. Under these conditions, it is understandable that strategic imperatives and short-term objectives dominate the resulting allocation priorities.

Left as is, the flowers will die on the vine.

The opportunities and challenges to scientists worldwide have never been so propitious. This is especially true for Canadians because of government's recent investments in research. In bringing these issues forth, I'm not proposing a retrenchment of resource funding. On the contrary, our future competitiveness will require expansion of research support, but it will also require concomitant policies that abet rather than inhibit the work of scientists. ■

Dr. Lou Siminovitch, who has been called the father of Canadian genetics, played a key role in the initiation and early years program of the Canadian Institute for Advanced Research, and has been responsible for the creation of CIAR's evolutionary biology program.

The views expressed are those of the author and not necessarily those of CAUT. Commentary is a regular feature of the *Bulletin*. Readers are invited to submit articles for publication. Contact Liza Duhaime (duhaime@caut.ca) for details.

## L'ACPPU décerne des prix pour services insignes

ENTRE janvier et mai, l'ACPPU a décerné des prix pour services insignes à dix personnes en reconnaissance de la qualité exceptionnelle du travail qu'elles ont accompli pour leurs associations de professeurs. L'ACPPU a créé ce prix en 2003 pour souligner l'apport remarquable de certains membres du personnel académique au sein de leur communauté. Nommés par leurs associations respectives, les récipiendaires reçoivent un certificat commémoratif et une épinglette ACPPU. Les lauréats actuels de ce prix sont Elizabeth Bright-See, Patrick Burman, Andrea Galland et Suzanne Greaves, de Brescia University College (BFA), et Earle Ferguson, Paul Fortier, Jay Goldstein, David Howorth, Caterina Reitano et Allan Woodbury, de l'University of Manitoba (UMFA). ■

English on page A8.

## Ottawa U Faces Inquiry Over Research Seizure

☞ From PAGE A1

Duffy was not informed of who held the records and where.

Intensive efforts by counsel for the three researchers failed to get a cogent reason for the seizures, nor were they able to get the records back. But counsel did learn the researchers' records had been copied in violation of the study subjects' consent forms.

The mystery deepened when the deputy head of the Royal Ottawa Hospital and vice-chair of psychiatry at the University of Ottawa, Paul Dagg, wrote to Duffy on April 12 saying he was in agreement with both Duffy and Grof that they "comprehensively and accurately addressed all of the concerns raised [in a meeting with Dagg] about privacy and confidentiality" and that "no explanation [was] provided as to why their research data was seized and why it has not yet been returned to them."

Adding further to the mystery, Alan Douglass, who chairs the ROH research ethics board, wrote to the president of Ottawa's Institute of Mental Health Research on April 21 to say the members of the REB "regret that the IMHR administration did not advise the REB in advance of the 22-Mar-2005 seizure of the Grof/Duffy research charts." He added: "The REB affirms that it has not suspended the research projects of Drs. Grof and Duffy."

"Such a seizure and copying of confidential research records and data without charges or reasons is unprecedented in Canadian universities," said James Turk, executive director of CAUT. "We cannot understand why it was allowed to happen.

"Even more unsettling is the failure of the University of Ottawa, through whom Duffy's and Grof's principal grants are administered, to step in and protect the integrity of the research and the rights of the researchers and their subjects."

CAUT has formed an independent committee of inquiry to investigate the situation.

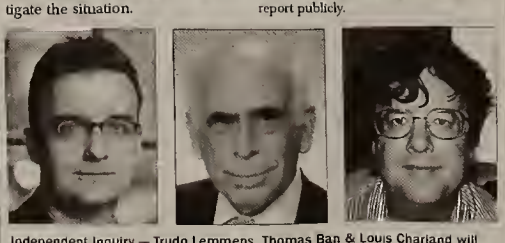
The committee will be chaired by Trudo Lemmens, an associate professor in the faculty of law at the University of Toronto, with cross-appointments in the faculty of medicine (medical genetics and microbiology, and psychiatry), and associated with the Centre for Innovation Law and Policy and with the Joint Centre for Bioethics.

Lemmens is joined on the committee by Thomas Ban and Louis Charland. Ban is Emeritus Professor of Psychiatry at Vanderbilt University. Charland is an associate professor in the departments of philosophy and psychiatry and in the faculty of health sciences at the University of Western Ontario.

The committee's terms of reference are to investigate the sequence of events leading to, and subsequent to, the seizure of the research records of Drs. Anne Duffy, Paul Grof and Martin Alda; to examine the institutional context at the University of Ottawa, the Institute of Mental Health Research, and the Royal Ottawa Hospital that may have had a bearing on the decision to seize the documents and on the response of the institutions to the seizures; to determine if there were breaches of institutional responsibility; to determine the impact of the events on the academic integrity and academic freedom of those involved; to determine if there were breaches of research ethics standards; to determine the implications of the seizures for the research project, the researchers, the research subjects, the University of Ottawa, the Institute of Mental Health Research, the Royal Ottawa Hospital and the research funders; and, to make any appropriate recommendations. ■

Anyone who wishes to provide information to the committee about this case should contact Professor Lemmens by phone: (416) 978-6418, or by e-mail: trudo.lemmens@utoronto.ca.

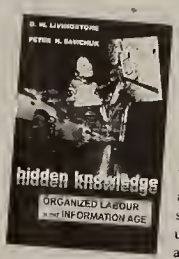
Under CAUT policy, independent committees of inquiry function fully autonomously. CAUT only learns of the work of the committee, its report and recommendations when the committee releases its report publicly.



Independent Inquiry — Trudo Lemmens, Thomas Ban & Louis Charland will investigate institution research seizures.

# BOOKSHELF
# COIN DES LIVRES

## QUICK PICKS




### Hidden Knowledge: Organized Labour in the Information Age

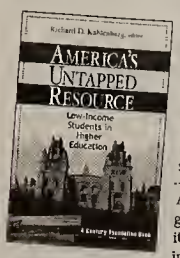
D.W. Livingstone & Peter H. Sawchuk. Aurora, Ontario: Garamond Press, 2003; 320 pp; ISBN: 1-5S193-04S-5, paper $36.9S CA.

Working people are more knowledgeable and actively engaged in learning than public discussion generally assumes. Two basic assumptions underlie much recent discussion about work and learning: a new "knowledge-based economy" is quickly emerging with new jobs generally requiring greater knowledge and skill; and, a "lifelong learning culture" must be created in order for workers to cope with these employment-related knowledge demands. Virtually every recent public policy statement about employment in every advanced industrial country begins with these assumptions. It implies that most workers suffer from a deficit of necessary skills and knowledge which must be rectified by greater education and training efforts. *Hidden Knowledge* challenges these assumptions. Through life history interviews and case study research with union members, the actual learning practices of working class people are documented in unprecedented detail.

### Consulted to Death: How Canada's Workplace Health and Safety System Fails Workers

Doug Smith. Winnipeg: Arbeiter Ring Publishing, 2000; 171 pp; ISBN: 1-894037-08-1, paper $1S.9S CA.

More than two decades ago, governments across Canada adopted – with much ballyhoo – new occupational health and safety laws. These laws were intended, to use the language of the day, to empower and educate workers by providing them with three fundamental rights – the right to know what they were working with, the right to refuse dangerous work, and the right to participate in health and safety committees. It was believed that these rights, which became known as The Three Rs, would significantly reduce on-the-job injuries and occupationally-induced illness, improve productivity, and cut government healthcare costs. Twenty years later, carnage in the workplace is still a national disgrace. *Consulted to Death* considers how occupational health and safety laws actually operate in the workplace and concludes that they have failed to deliver on their promise because, despite their rhetoric, they do not adequately confront the issue of power in the workplace.



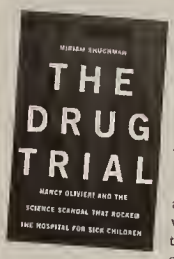

### America's Untapped Resource: Low-Income Students in Higher Education

Richard D. Kahlenberg. New York: Century Foundation Press, 2004; 199 pp; ISBN: 0-8707-8485-4, paper $14.9S us.

A series of policy changes in federal and state governments, and at universities, has made it exceedingly difficult for students from low-income and working-class families to earn college degrees. In *America's Untapped Resource* a group of notable experts on higher education examines the substantial economic divide in higher education, discusses the ramifications of that divide, and offers specific recommendations for increasing both college access and success for economically-disadvantaged students. Chapters include "Low-Income Students and the Affordability of Higher Education," by Lawrence Gladieux, a former official with the College Board; "Improving the Academic Preparation and Performance of Low-Income Students in Higher Education," by P. Michael Timpane of the Aspen Institute and Arthur M. Hauptman, a higher education consultant; and, "Socioeconomic Status, Race/Ethnicity and Selective College Admissions," by Anthony P. Carnevale of the Educational Testing Service and Stephen J. Rose of ORC Macro International.

Quick Picks produced from information supplied by publishers.

# Book Portrays Olivieri as More Villain than Victim




### The Drug Trial: Nancy Olivieri and the Science Scandal that Rocked the Hospital for Sick Children

Miriam Shuchman. Toronto: Random House Canada, 2005; 464 pp; ISBN: 0-679-31084-3, hardcover $34.9S CA.

By ARTHUR SCHAFER

DR. Nancy Olivieri is famous for raising doubts about an experimental drug with which she was treating thalassemia patients. Her principled stand, and the resulting scandal, led universities to offer researchers some protection against illegitimate drug company pressure. Medical journals changed their publication rules. Research hospitals changed their policies. She became an international icon.

Apotex, the drug company that tried to silence her, has attracted international opprobrium. The company threatened to sue Olivieri if she publicly revealed her fears about the inadequacy of their drug, deferiprone. She sued them for libeling her. They sued her for $20 million for discrediting their drug.

Apotex claims still to believe in the virtue of deferiprone, but the company has been heavily criticized for conduct many have interpreted as placing profits ahead of patient safety. Apotex is not alone in the dock of public opinion. Every week seems to bring some new scandal involving drug company suppression of negative data. Think of Prozac (Eli Lilly), Vioxx (Merck) and Celebrex (Pfizer). Public trust in drug company-sponsored research is plummeting.

Olivieri's hospital (the Hospital for Sick Children) and her university (the University of Toronto) have also taken a public drubbing for failing to provide her with effective support as she struggled with Apotex. Actually, not only was Olivieri denied effective support, she was fired from her position and experienced harassment of almost every kind. When it was discovered the university was negotiating with Apotex for a huge financial donation, people drew their own conclusions – and these were not flattering to the university.

Miriam Shuchman's book, *The Drug Trial*, is the fourth to be published on the Olivieri affair. The first was commissioned by the hospital. It singled out Olivieri for special criticism but was quickly shown to be based on misinformation. Next, CAUT commissioned a report from three eminent academics. Their book exonerates Olivieri while sharply criticizing the conduct of Apotex, the UofT and Sick Kids. Then spy novelist John le Carré joined the fray with a murder mystery, *The Constant Gardener*, casting Olivieri as heroic victim of drug company machinations.

Shuchman's book, by contrast, pays little attention to the central moral issues of academic freedom and drug company censorship. She concedes that Olivieri was right to go public with her data and that Apotex was wrong to threaten her. But Shuchman's focus is on Olivieri herself, as researcher, physician and person. The book attempts to demonstrate that Olivieri is a bad scientist, a bad doctor and a bad person to boot.

Shuchman, a psychiatrist and medical journalist, goes to great lengths to discredit Olivieri, portraying her as a scientist who is blind to the truth about the drug she once favoured but now criticizes. The real scandal, the author claims, is that Olivieri's scientific doubts about deferiprone are not well founded. Shuchman also attempts to discredit Olivieri as a doctor who is so busy doing medical research she neglects her patient care duties, and as a person who swears frequently at hospital administrators, is tough on colleagues and too demanding of subordinates.

To persuade us that Olivieri got the science wrong, Shuchman quotes a large number of Apotex-funded scientists, who claim deferiprone will save lives. Unfortunately, most of the researchers on whose work Shuchman relies are scientific journeymen. By contrast, the leading blood researchers in the world – David Nathan, former president of the Dana-Farber Cancer Institute at Harvard and David Weatherall, Regius Professor of Medicine Emeritus at Oxford – both believe Olivieri got the science right. Since the liver scarring associated with deferiprone is a gradual process, we won't know for years which side of this scientific controversy is correct.

Shuchman claims thalassemia patients in Toronto have a higher death rate than patients in other places, and she insinuates this "could" result from "lack of access to" deferiprone. The conclusion to which she pulls the reader is clear. Olivieri is to blame. This sensational but dubious hypothesis is highlighted in the publisher's publicity handout for the book. It's a slippery inference, however, since speculation that Toronto has a higher death rate than other centres is not supported by any good scientific evidence. Besides Shuchman herself acknowledges the lowest death rate in the world appears to be at University College Hospital, in London, and none of their patients receives deferiprone.

The most plausible hypothesis for a surplus of deaths in Toronto, if indeed there is such a surplus, would be the severe underfunding of the Toronto thalassemia program, compared to centres such as University College Hospital. There are simply too few specialist thalassemia physicians in Toronto – a problem Olivieri and the thalassemia patients' association have both fought to rectify.

To fill out this story, Shuchman compiles a lengthy charge sheet against Olivieri. The most serious accusation is that Olivieri, through her negligence, was responsible for the death of a young patient, Sanchia Bulgin. Shuchman is unmoved by the fact that Olivieri was not the physician treating this patient, and that the responsible physicians failed to follow well-established guidelines. It's a bizarre accusation.

Shuchman greatly admires Gideon Koren, one of Olivieri's foes at Sick Kids, and spends pages describing his stellar virtues and research accomplishments. Only after these encomiums does she acknowledge, incidentally, that Koren was formally found guilty of both research misconduct, for plagiarizing Olivieri's work, and of sending anonymous hate mail to her supporters: "conduct unbecoming a physician," in the language of the College of Physicians and Surgeons of Ontario.

Shuchman doesn't admire Olivieri, and so spends many pages describing the serious charges of unprofessional conduct which the hospital made against her. Then, almost *sotto voce*, Shuchman grudgingly acknowledges the college cleared Olivieri of all the charges and commended her for acting in the best interests of her patients.

This heavily biased style of presentation undermines the book's credibility. Credibility is a big issue here, because most of the hostile quotations are attributed to doctors and patients who are not identified. One of the few clearly identified patients has now gone on record as saying his words, as quoted in the book, were twisted beyond recognition. This patient insists he made clear to Shuchman that he considers Olivieri to be a highly ethical doctor who is utterly dedicated to her patients.

My confidence in Shuchman's journalistic reliability was further eroded when I came across a passage

See THE DRUG TRIAL Page AB

# NEWS ACTUALITÉS

## Celebrating Excellence

CAUT's Sarah Shorten Award for outstanding achievements in the promotion of the advancement of women in Canadian universities and colleges was given this year to Meg Luxton of York University.

Scholarship, teaching, leadership and activism have been the mainstay of Luxton's life. She is one of the founders of the graduate programme in women's studies at York, and has been key to furthering feminist scholarship. Her half-dozen books, as well as numerous articles and book chapters, cover a wide range of topics that advance the cause of women.

For more than 30 years, Luxton has given tirelessly of her time and energy, from community-based activism to organizational leadership in her faculty association, to the fight for women's rights.

Meg Luxton

Luxton received the award in Ottawa on April 29. ■

The award is dedicated to the late Sarah Shorten, who served as vice-president and president of CAUT in the 1980s.

## Le recteur de l'UWO défend de façon louable la décision Morgentaler

LE mois dernier, l'ACPPU a félicité l'administration de l'Université Western Ontario pour sa défense de la liberté académique dans la foulée de la controverse grandissante entourant la remise projetée d'un doctorat honorifique au docteur Henry Morgentaler.

« Nous appuyons pleinement le recteur de l'université, Paul Davenport, qui souscrit sans réserve à la décision du comité des doctorats honorifiques du sénat », déclare la présidente de l'ACPPU, Loretta Czernis. « Cette décision, fondée sur tous les arguments académiques légitimes, a été rendue conformément à la procédure normale et approfondie d'attribution des doctorats honorifiques. »

M. Davenport a subi les pressions de certains membres du conseil d'administration de l'université qui réclament l'annulation de la décision de décerner ce grade au docteur Morgentaler, ardent défenseur des droits à l'avortement, de crainte qu'une telle marque de reconnaissance ne nuise aux activités de collecte de fonds.

Dans une lettre ouverte adressée à la communauté universitaire, le président du conseil, Donald McDougall, a menacé de renverser la décision du comité.

Dans sa réponse, l'Association des professeurs de l'Université Western Ontario exige de M. McDougall soit qu'il s'excuse de ses propos, soit qu'il quitte ses fonctions de président du conseil.

« M. McDougall a profité de ses fonctions pour faire échec à une décision académique », soutient Allan Gedalof, président de l'association des professeurs. « Dans sa prétendue lettre ouverte, M. McDougall fait preuve d'une incompréhension totale des valeurs fondamentales qui régissent toutes les universités de réputation, ces mêmes valeurs qu'il a le devoir de défendre et de faire respecter : la liberté académique responsable et le respect des processus académiques équitables. Il devrait se rétracter ou démissionner. »

Comme le fait remarquer Mme Czernis, la liberté académique est la source de vie des universités modernes. « Il s'agit du droit d'enseigner, d'apprendre, d'étudier, de discuter et de publier sans craindre l'orthodoxie, la censure institutionnelle, les représailles et la discrimination », précise-t-elle. « C'est cela même qui garantit l'unicité des universités. Il y a lieu de féliciter le recteur Davenport et ses collègues administrateurs d'avoir bien compris cette règle d'action et d'avoir assumé un leadership face à la controverse. »

Le docteur Morgentaler est l'une des dix personnes à qui l'Université Western Ontario décernera un doctorat honorifique le 16 juin prochain à l'occasion de la cérémonie de remise des diplômes du printemps. ■

English on page A1.

## CAUT Dedicated Service Awards Handed Out

BETWEEN January and May, 10 individuals received awards from CAUT in recognition of exceptional service to their faculty associations. CAUT established the Dedicated Service Awards in 2003 to honour contributions at the local level. Recipients are nominated by their associations and receive commemorative certificates and CAUT lapel pins. The current recipients of the dedicated service awards are Elizabeth Bright-See, Patrick Burman, Andrea Galland and Suzanne Greaves of Brescia University College (BFA), and Earle Ferguson, Paul Fortier, Jay Goldstein, David Howorth, Caterina Reitano and Allan Woodbury of the University of Manitoba (UMFA). ■

Version française à la page A6.

## L'Université d'Ottawa confrontée à une enquête

☞ Suite de la PAGE A1

été transférés sur une autre unité du réseau de l'hôpital. Dre Duffy ne savait pas qui détenait les dossiers ni où ils se trouvaient.

Malgré les efforts intenses qu'ils ont déployés, les avocats des trois chercheurs ont été incapables d'obtenir une justification convaincante de la saisie et de recouvrer les dossiers. Ils ont toutefois appris que ceux-ci avaient été reproduits contrairement à l'interdiction prévue dans les formulaires de consentement à l'intention des sujets d'étude.

Le mystère s'est épaissi lorsque l'administrateur général de l'Hôpital Royal Ottawa et vice-président du département de psychiatrie de l'Université d'Ottawa, Paul Dagg, a fait savoir au Dre Duffy, dans une lettre datée du 12 avril, qu'il était d'accord avec elle et Dr Grof pour dire qu'ils « avaient répondu de façon détaillée et précise à toutes les préoccupations sur la protection de la vie privée et la confidentialité qui ont été soulevées [lors d'une réunion avec M. Dagg] » et qu'« aucune explication n'avait été donnée pour justifier la saisie de leurs données expérimentales et le fait que celles-ci ne leur avaient toujours pas été restituées ».

Pour ajouter au mystère, le président du Comité d'éthique de la recherche de l'HRO, Alan Douglass, a écrit au président de l'IRSM à Ottawa, le 21 avril dernier, pour lui faire part que les membres du comité d'éthique « regrettent que l'administration de l'IRSM ne les ait pas prévenus à l'avance de la saisie des documents de recherche des Drs Duffy et Grof, qui a eu lieu le 22 mars 2005 ».

« Le comité d'éthique affirme qu'il n'a pas suspendu les travaux de recherche des deux médecins », a-t-il ajouté.

« Le fait que des dossiers et des données de recherche confidentiels puissent être saisis et reproduits sans justification ni inculpation est sans précédent dans les milieux universitaires canadiens », a déclaré James Turk, directeur général de l'ACPPU. « Qu'une telle situation puisse se produire dépasse notre entendement. »

« Ce qui est encore plus troublant, c'est que l'Université d'Ottawa, par l'intermédiaire de qui les principales subventions des Drs Duffy et Grof sont administrées, ne soit pas intervenue pour protéger l'intégrité des travaux de recherche et les droits des chercheurs et de leurs sujets d'étude. »

L'ACPPU a constitué un comité indépendant chargé d'enquêter sur la situation.

Le comité sera présidé par Trudo Lemmens, professeur associé à la faculté de droit de l'Université de Toronto de même que professeur à la faculté de médecine (génétique médicale, microbiologie et psychiatrie), et chercheur associé au Centre for Innovation Law and Policy et au Joint Centre for Bioethics.

M. Lemmens sera secondé par deux autres membres : Thomas Ban et Louis Charland. Le premier est professeur émérite de psychiatrie à l'Université Vanderbilt et le second, professeur associé aux départements de philosophie et de psychiatrie ainsi qu'à la faculté des sciences de la santé de l'Université Western Ontario.

Le comité est chargé du mandat suivant : enquêter sur la séquence des événements qui ont mené à la saisie des dossiers de recherche des Drs Anne Duffy, Paul Grof et Martin Alda et ceux qui ont suivi; examiner le contexte institutionnel à l'Université d'Ottawa, à l'Institut de recherche en santé mentale et à l'Hôpital Royal Ottawa qui pourrait avoir influer sur la décision de saisir les documents et sur les mesures prises par ces institutions face à la saisie; déterminer s'il y a eu un manquement à la responsabilité institutionnelle; cerner l'incidence des événements sur l'intégrité et la liberté académiques des parties concernées; déterminer s'il y a eu un manquement aux normes d'éthique de la recherche; établir les conséquences de la saisie sur les travaux de recherche, les chercheurs, les sujets d'étude, l'Université d'Ottawa, l'Institut de recherche en santé mentale, l'Hôpital Royal Ottawa et les bailleurs de fonds pour la recherche; enfin, formuler les recommandations pertinentes. ■

Les personnes qui désirent communiquer au comité des informations sur cette affaire sont priées de contacter le professeur Lemmens par téléphone, au (416) 978-6418, ou par courriel à l'adresse trudo.lemmens@utoronto.ca.

En vertu des procédures adoptées par l'ACPPU, le comité d'enquête fonctionne en toute autonomie. L'ACPPU ne prendra connaissance des travaux du comité, de son rapport et de ses recommandations que lorsque le rapport sera déposé et rendu public.

## The Drug Trial

☞ From PAGE A7

in which she "quotes" from a commentary I published in *The Globe*. I wrote none of the words she attributes to me.

As I was reading Shuchman's book, I was repeatedly struck by how dramatically her account of events is contradicted by a series of inquiries conducted by independent bodies — all public documents, all easily obtainable.

In order to refresh my memory I reread these documents: the Hospital for Sick Children Internal Review Committee's Report on the Death of Sanchia Bulgin; the Hospital for Sick Children and University of Toronto's disciplinary proceedings against Dr. Gideon Koren for professional misconduct; the CAUT Report; the Ontario Health Professions Appeal and Review Board Inquiry into Complaints against Dr. Gideon Koren; and the University of Toronto's Disciplinary Proceedings against Dr. Gideon Koren for Research Misconduct. Procrustes would have genuinely admired Shuchman's sly way of dealing with inconvenient facts.

In the end, what really matters is that once Olivieri discovered preliminary evidence of deferiprone's toxicity, she was morally obliged to warn her research subjects, who were also her patients. Patient safety is a value which trumps all others. Olivieri did her duty, in the face of company threats and hospital harassment, for which she is rightly honoured. Her hospital and university saw the battle as a mere "scientific dispute." In consequence, they failed in their moral obligation to defend her academic freedom. They just didn't get it. Shuchman still doesn't. ■

Arthur Schafer is a professor of philosophy at the University of Manitoba, where he is director of the Centre for Professional and Applied Ethics. He has not received funds from any drug company or from any party to this dispute. He has appeared at three press conferences with Nancy Olivieri, at which his (unpaid) role was to analyse and evaluate the ethical issues raised by her dispute with Apotex, the Hospital for Sick Children and the University of Toronto. His article on the affair, "Biomedical conflicts of interest," was published in 2004 by the Journal of Medical Ethics.

## Risquer le tout pour le tout

☞ Suite de la PAGE A3

Il me répétait également que, si je me comportais en lâche, j'aurais à faire face à Eugenia le lendemain matin. Il paraît que je ressemble à mon arrière-grand-mère. « Comment peux-tu ne pas prendre position? », me demandait-il. « Tu ne cours aucun danger en comparaison de ce que tes ancêtres ont souffert. »

C'est Eugenia qui m'a inspirée à vouloir devenir une universitaire courageuse. Je pense à elle chaque fois que je lutte pour la défense de la liberté académique, de la gouvernance assurée par le personnel académique, ou lorsque je demande justice pour mes collègues et les étudiants opprimés.

Défendre les exploités et protéger les droits négociés sont des tâches qui doivent souvent être menées en solitaire. Il est bon de se souvenir des personnes dynamiques qui ont contribué à nous façonner. Ceux et celles qui s'élèvent contre la tyrannie sont condamnés à être seuls. L'histoire n'a pourtant pas manqué de mettre en lumière une multitude de gens résolus. Lorsque nous nous trouvons seuls à lutter pour l'équité, nous joignons les rangs d'optimistes rebelles qui n'ont pas peur d'opposer un refus aux forces destructrices. Je nourris l'espoir que nous puissions tous devenir membres de ce cadre prestigieux. ■

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# CAREERS
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SECTION B

## A

■ **ANTHROPOLOGY — Wilfrid Laurier University.** The Department of Anthropology invites applications for a tenure-stream appointment at the rank of Assistant Professor commencing 1 July 2006, subject to budgetary approval. A PhD in Anthropology is required, preferably with teaching experience. Candidates should have research experience at the intersection of culture, history, and power and be able to engage in theoretical and ethical concerns in the qualitative practices of ethnographic representation and fieldwork. Geographical specialization is open, but we hope to diversify our area representation beyond present coverage of Africa, Caribbean, Europe, and Latin America. The successful candidate will teach in an honours undergraduate program, with possibilities for graduate teaching in a planned interdisciplinary MA in cultural analysis and social theory. Applicants should submit: evidence of teaching excellence (such as evaluations and/or a dossier); a 1–2 page cover letter; full curriculum vitae; ONE sample publication; and arrange for THREE letters of reference to be sent by Friday 14 October 2005 to Dr. Andrew Lyons, Chair, Department of Anthropology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. Inquiries may be sent to alyons@wlu.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be considered first for the position. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

■ **ANTHROPOLOGY — Cape Breton University.** The Department of Anthropology & Sociology in the School of Arts and Community Studies at Cape Breton University invites applications for a tenure-track position and a 12 month term position either in Sociology or in Sociocultural Anthropology at the rank of Assistant Professor. Both positions will begin July 2005. See full posting under "Sociology" heading.

■ **ART HISTORY — Concordia University.** The Department of Art History of Concordia University invites applications for a tenure-track position in postcolonial art history, with a teaching and research profile that also encompasses the art and culture of North American First Nations. The Department Hiring Committee will begin considering applications on September 15, 2005 and will continue until such time as a candidate is selected. Candidates must hold a completed PhD, have teaching experience at the post secondary level, and have a demonstrated ability to conduct and disseminate innovative research. Successful candidates will be expected to teach undergraduate and graduate courses, and from the outset to assist in the supervision of M.A. students who are undertaking theses in North American art and architecture with a particular emphasis on topics in Canadian art. The candidate will be expected to participate in the bilingual environment of our doctoral programme, offered in collaboration with three other Quebec universities. The department is situated within the largest Faculty of Fine Arts in Canada. If you are interested in applying for this position, please send a letter of application, a curriculum vitae, a teaching dossier (including course evaluations), and letters of recommendation from at least three people to Dr. Loren Lerner, Chair, Department of Art History, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H3G 1M8. You will be contacted should any clarifications be required or should you be invited for an interview in Montreal, a process to include a public lecture in the Department. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

## B

■ **BUSINESS — Wilfrid Laurier University.** The Department of Business at Wilfrid Laurier University invites applications for a limited term appointment in Marketing commencing September 1st, 2005. Position subject to budgetary approval. For a detailed position description, visit our website at http://www.wlu.ca/academic/postings/bus.shtml.

■ **BUSINESS ECONOMICS — York University, Glendon College.** The Department of Economics at Glendon College, the bilingual Liberal Arts Faculty of York University, invites applications for a tenure-track position at the rank of Assistant Professor in the Business Economics Program. This position is subject to budgetary approval by the University. Candidates should be bilingual, French-English, and hold a PhD in Economics or Management and possess strong potential for high-quality scholarly research and teaching. Preferred fields of research and teaching are Industrial Organization, Managerial Economics and Economics of Law. The applicant will be expected to do research and teach (in both French and English) in the Business Economics Program. Duties will include teaching at the undergraduate level with some possibility of graduate teaching and supervision, research and administrative responsibilities. Preference will be given to candidates with proven teaching experience, together with a strong research and publication record, reflecting knowledge of both French and English scholarship and the ability to contribute effectively to the York graduate program. Applications including curriculum vitae should be sent directly to Professor O.F. Hamouda, Chair, Department of Economics, Glendon College, York University, 2275 Bayview Avenue, Toronto, Ontario, M4N 3M6. Date of Appointment, July 1, 2006. Candidates must arrange for three letters of reference to be sent directly to the Chair of the Department. At least one of the references should address teaching. Deadline for applications: November 1, 2005. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the Affirmative Action Office at 416 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

## C

■ **CHEMISTRY — Acadia University.** Applications are invited for two nine-month contractually-limited-term positions in the Department of Chemistry starting August 1, 2005 and ending on April 30, 2006. Inorganic Chemistry: The successful candidate will be expected to hold a PhD degree in Chemistry, preferably with specialization in Inorganic Chemistry. Teaching responsibilities will include courses in freshman Chemistry, Inorganic Chemistry of Main Group Elements and Transition Metals, as well as supervision of the undergraduate laboratory components of some Inorganic Chemistry and First Year Chemistry or Introductory Organic Chemistry courses. Biochemistry: The successful candidate will be expected to hold a PhD degree in Chemistry or Biochemistry. Teaching responsibilities will include courses in freshman Chemistry, Introductory Biochemistry, Metabolism and Biochemical Genetics, as well as supervision of the undergraduate laboratory components of some Biochemistry and Introductory Organic Chemistry courses. Applications should include a complete resume and the names, addresses, phone numbers, and e-mail addresses of three people providing letters of reference. The candidate should send the application and arrange to have three letters of reference sent under separate cover to: Dr. John M. Roscoe, Head, Department of Chemistry, Acadia University, Wolfville, NS, B4P 2R6; Phone: (902) 585-1353; Facsimile: (902) 585-1114; e-mail: john.roscoe@acadiau.ca. Acadia University incorporates computer technology into the learning process and faculty members have the opportunity to explore the use of information technology in teaching and exploit its application when they find it enhances the learning environment. The University is committed to supporting these endeavours. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Acadia University is an Equal Opportunity Employer. While budgetary approval has been granted for these positions, Acadia University reserves the right not to fill these positions or to fill these positions at a level different from the advertised level or term. For the most recent information available on faculty postions at Acadia University, please check our website at http://admin.acadiau.ca/faculty/homepage.html.

■ **CIVIL ENGINEERING — University of Waterloo.** The Department of Civil Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in structural engineering and applied mechanics and a research record in reliability and risk analyses of structural systems with an emphasis on steel structural systems. The successful candidate must complement the recently established Industrial Research Chair in Risk-Based Life Cycle Management of Engineering Systems. Applicants should have a PhD in Civil Engineering or a closely related field. Eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native people and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX number of at least three references, Mail to Professor Leo Rothenburg, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Applications will be considered at any time until the position is filled.

■ **CIVIL ENGINEERING — University of Waterloo.** The Department of Civil Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in structural

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## Tenure Track Position in Finance

The Finance and Business Economics Area of the DeGroote School of Business of McMaster University in Hamilton, Ontario, Canada invites applications for a tenure track position commencing July 2006, in Finance. All academic ranks and areas of specialization will be considered, but the preference is for someone with a strong grasp of financial theory and/or financial econometrics. Qualifications include a Ph.D. in Finance, completed or near completion, preferably with demonstrated high quality teaching and research. A completed CFA would also be an asset. Duties include both research and teaching at both undergraduate and graduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience.

Applications should include a curriculum vitae and the names and contact information of three referees. Applications will be considered until the position is filled. Send applications and supporting documentation to **Dr. Trevor W. Chamberlain, Acting Chair, Finance and Business Economics, DeGroote School of Business, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M4, Canada.** Email: chambert@mcmaster.ca; Fax: (905) 521-8995.

This position is subject to final budgetary approval.

*All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, aboriginal persons, members of sexual minorities and persons with disabilities.*

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# CAREERS CARRIÈRES

engineeng and applied mechenics and a research record in the area of rehabilitation of steel structures and bridges with expertise in structural health monitoring, composite materials, fracture mechanics or mechanics of fatigue. The successful candidate must complement the recently established Canada Research Chair (Tier II) in Structural Rehabilitation. Applicants should have a PhD in Civil Engineeng or a closely related field. Eligibility for Professional Engineering registration in Ontano would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native people and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax number of at least three references. Mail to Professor Leo Rothenburg, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Applications will be considered af any time until the position is filled.

■ **CLASSICS — Saint Mary's University.** The Department of Modern Languages and Classics, Saint Mary's University, invites applicatrons for a sessional position in Classics for the period September 1, 2005 – April 30, 2006. The Department is seeking an individual who can teach courses in classical Greek and Roman myth, ancient history and Latin. Applicants should hold a PhD or be near completion of the degree, have successful experience in teaching undergraduates, and be developing research interests in one or more fields in Classics. A background in Egyptology would be an asset. Saint Mary's University is committed to serving the local, regional, national and international communities, which it realizes through outreach activities; community based research programs, and contributions to life-long learning. We are particularly interested in candidates who can contribute to those goals in ways appropriate for Classics. A letter of application accompanied by an up-to-date curriculum vitae, the names of three referees, and a teaching dossier which includes recent teaching evaluations should be sent to: Dr. George Nahrebecky, Acting Chair, Department of Modern Languages and Classics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3; E-mail: george.nahrebecky@smu.ca. Applications will be accepted until the position is filled. Although candidates of all nationalities are encouraged to apply, Canadian immigration policy requires that priority consideration be given to qualified Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aberiginal peoples, visible minorties, and people with disabilities. Visit our web site at www.stmarys.ca.

■ **COMPUTER SCIENCE — University of Windsor.** The University of Windsor seeks a Director, a dynamic individual to provide academic and administrative leadership to its School of Computer Science commencing July 1, 2005. For a detailed position description visit our website at: http://www.uwindsor.ca/facultypositions. Contact: Dr. Rick Caron; Chair, Search Committee, Dean, Faculty of Science, c/o Ms. Margaret Garaben Cookson, School of Computer Science, University of Windsor; Windsor, Ontario, N9B 3P4; Phone: (519) 253-3000 ext. 3714, Fax: (519) 973-7093; e-mail: garaben@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Pof. Brian Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recrut@uwindsor.ca.

■ **CRIMINOLOGY — University of Toronto.** The University of Toronto Centre of Criminology and Woodsworth College invite applications for a tenure-stream appointment at the rank of assistant professor. The Centre of Criminology is an interdisciplinary graduate Centre for the study of crime, criminal justice, social regulation, and the interaction between law and society, in Canada and internationally. The Centre of Criminology takes a broad view of criminological and socio-legal research, and welcomes applications from all social sciences and humanities disciplines. The successful candidate will have research and teaching interests in any field within the Centres broadly-defined mandate. The appointment will begin on 1 July, 2006. Applicants should have a completed doctorate at the time of appointment and have demonstrated promise of excellence in teaching and in scholarly research and publication. As the appointment is shered (60% Criminology, 40% Woodsworth College), the appointee will be expected to teach courses in the undergraduate programme in Criminology at Woodsworth College and in the graduate programmes (MA and PhD) at the Centre of Criminology. Salary will be commensurate with experience and qualifications. All qualified candidates aie encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community, and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Applications should include a covering letter, curriculum vitae, and two article-length samples of written work. Applicants should also arrange for three letters of reference to be submitted under separate cover. All correspondance should be sent to: Professor Jim Phillips, Director, Centre of Criminology, 130 St. George Street, Room 8001, University of Toronto, Toronto, Ontano, Canada M5S 3H1, and all application materials should be received by September 30, 2005. Additional information about the Centre of Criminology can be obtained at http://www.criminology.utoronto.ca.

## E

■ **EARTH SYSTEM SCIENCE — McGill University.** Land Use and Land Cover Change (Full Professor and Tier 1 Canada Research Chair nomination; other ranks and a Tier 2 nomination may also be considered). Human driven landscape change is altering aspects of the biosphere that are important to life on Earth. These include local and regional climates, biogeochemical and hydrological cycles, soil tertility, and the availability and reliability of ecosystem services. We are searching for an individual whose teaching and research will focus on building a cross-scale understanding of the drivers and consequences of land use and land cover change. The ideal candidate will heve a strong interdisciplinary approach to Earth System Science, integrating biophysical, ecological, economic, political and social processes in a manner that is consistent with the goals of programs such as the International Geosphere-Biosphere Programme (IGBP) and the International Human Dimensions Programme on Global Environmental Change (IHDP), which address the critical role of land use/cover change in Earth system functions through the Land Use and Land Cover Change Project (LUCC) and the new Global Land Project (GLP). Given the influence of land use/cover on climate change, the appointee's expertise would be an obvious assrt to McGill's Global Environmental and Climate Change Centre. The appointee will be part of the core faculty in the newly established undergraduate Earth System Science program at McGill University. Six new positions will be filled within the next year to support this program, two in each of the departments directly involved in the program: Atmospheric and Oceanic Sciences, Earth and Planetary Sciences, and Geography. The appointee will be expected to participate in team-teaching of the core courses of the ESS program, establish links and collaborations with researchers in other units (e.g., McGill School of Environment) and maintain an active research program. Applications must contain e full curriculum vitae, statements of teaching philosophy and research interests, and three confidential letters of recommendation sent at the request of the applicant under separate cover by the candidate's references to: Prof. Gordon Ewing, Chair, Department of Geography, McGill University, 805 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2K6. For additional information about the Department see http://www.geog.mcgill.ca. The anticipated start date for the positions is September 1, 2005 or later. Applications will be reviewed early in June 2005. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

■ **ÉCONOMIE & COMMERCE — Université York, Collège universitaire Glendon.** Le Département de science économique du Collège universitaire Glendon, faculté bilingue d'arts libéraux de l'Université York, sollicite des candidetures pour un poste menant à la permanance, au rang de professeur(e) adjoint(e) dans le programme d'Économie et Commerce. La création de ce poste est liée à l'autorisation budgétaire de l'Université. Les candidat(e)s doivant être bilingues, français-anglais, détenir un doctorat en science économique, ou en gestion et posséder une spécialisation dans les domaines de l'organisation industrielle, de l'économie de gestion ou de l'économie du droit. Le/la candidat(e) doit pouvoir faire de la recherche et enseigner, en français et en anglais, dans le programme d'Économie et Commerce. Les fonctions comprennent l'enseignement au niveau du 1er cycle, et éventuellement au niveau des 2e et 3e cycles, ainsi que la recheiche et les tâches administratives. La préférence sera accordée au candidat(e) qui a de l'expérience dans l'enseignement, qui dispose d'un solide dossier en recherche et publications indiquant une connaissance des études en français et en anglais, et qui a les compétences nécessaires pour contribuer activement au programme d'études supénieures de York. Prière de faire parvenir une lettre de candidature accompagnée du curriculum vitae à Monsieur O.F. Hamouda, Directeur, Département de science économique, Collège universitaire Glendon, Université York, 2275 avenue Bayview, Toronto (Ontario) M4N 3M6. Date d'entrée en fonction: 1er juillet 2006. Les candidat(e)s doivent prendie des dispositions pour faire envoyer directement trois feitres de recommandation au directeu du département. Au moins une de ces recommandations doit porter sur l'enseignement. Date limite de candidature: le 1er novembre 2005. L'Université York est un employeur qui a adopté un programme d'action positive. Pour plus de renseignements sur le programme d'action positive, veuillez consulter le site WEB de l'Université York à l'adresse www.yorku.ca/acadjobs ou demander un exemplaire du programme auprès du bureau du programme d'action positive au numéro 416-736-5713. Toutes les personnes qualifiées sont encouragées à poser leur candidature; toutefois, la priorité sera donnée aux personnes de nationalité canadienne ou détenant le statut de résident permanent.

■ **ÉDUCATION — Université McGill.** Le département d'études intégrées en sciences de l'éducation de l'Université McGill cherche à pourvoir un poste de professeur adjoint conduisant à la permanence dans le domaine de l'enseignement des mathématiques, à compter du 1er juillet 2006. Les candidats doivent être titulaires d'un doctorat et mener un programme dynamique de recherche dans le domaine de l'enseignement et de l'apprentissage des mathématiques en milieu scolaire, plus particulièrement au niveau primaire. Le candidat retenu se joindra à une équipe dynamique d'enseignement des sciences et des mathématiques du département et participera aux activités de recherche, d'élaboration de programmes et de formation continue des enseignants au niveau local, provincial, national et international. Une expérience de travail en milieu scolaire est éminemment souhaitable, au même titre que la capacité de s'exprimer en français. Le candidat retenu devra enseigner des cours du premier cycle et des cycles supérieurs, encadrer des futurs enseignants inscrits à nos programmes de baccalauréat en éducation et diriger les mémoires ou thèses d'étudiants de maîtrise et de doctorat. Conformément à la réglementation canadienne en matière d'immigration, cette offre d'emploi s'adresse avant tout aux citoyens canadiens ou aux résidents permanents du Canada. L'Université McGill souscrit à l'équité en matière d'emploi et invite la candidature de femmes et d'hommes, de personnes handicapées, de membres des minorités visibles et d'Autochtones. Les lettres de candidature doivent être accompagnées d'un curriculum vitae, d'une description sommaire du programme actuel de recherche du candidat, y compris en quoi ce


# Arts et sciences

**La Faculté des arts et des sciences sollicite des candidatures pour :**

Un poste de professeure ou professeur > au rang d'adjoint, à l'École de bibliothéconomie et des sciences de l'information, dans le domaine des sciences de l'information.

Un poste de professeure ou professeur > au rang d'adjoint, au Département d'histoire, dans le domaine de l'Histoire des relations internationales (Occident, XXe siècle).

Un poste de professeure ou professeur > pour une Chaire de recherche du Canada (niveau 2) au Département d'Histoire, dans le domaine de l'Histoire du monde francophone.

Un poste de professeure ou professeur > au rang d'adjoint ou récemment agrégé, au Département d'histoire de l'art et d'études cinématographiques, dans le domaine de la muséologie.

Un poste de professeure ou professeur > au rang d'adjoint ou récemment agrégé, au Département de sociologie, dans le domaine de la statistique sociale.

Dates d'entrée en fonction : Variables selon les postes (sous réserve d'approbation budgétaire).

*Conformement aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents. L'Université souscrit à un programme d'accès à l'egalité dans l'emploi pour les femmes, les minorrtes visibles et ethniques, les autochtones et les personnes handicapées*

Pour de plus amples informations, veuillez consulter notre site web : **www.fas.umontreal.ca**

Université de Montréal



# Chair
# Department of Computing and Software

McMaster University's Faculty of Engineering is seeking a dynamic leader for its Department of Computing and Software. This is a tenured position at the Professor's level. We are looking for an accomplished scholar who can provide academic and administrative leadership to the Department. Candidates should have a Ph.D. in software engineering or computer science, or related fields, excellent research and teaching record, record of strong external research funding, demonstrated administrative abilities, and registration or commitment to registration as a professional engineer. Excellent communication skills and demonstrated outreach to the community and profession are required.

The Department has a complement of 28 faculty members. It offers undergraduate programs in Software Engineering and in Computer Science. It is offering one of the first accredited undergraduate software engineering programs in Canada. At the graduate level, the Department offers Master of Applied Science, Master of Engineering and Ph.D. programs in Software Engineering, and Master of Science and Ph.D. programs in Computer Science. The Department currently has 324 undergraduate and 85 graduate students. It has three Canada Research Chairs, and research initiatives include the Software Quality Research Laboratory, the Advanced Optimization Laboratory and the Algorithms Research Group. The Department is also spearheading the new School of Computational Engineering and Science at McMaster University.

The Faculty of Engineering is one of the most research intensive Faculties of Engineering in Canada. It has a complement of 136 faculty members in seven Departments.

Applications and nominations should be forwarded:

**Dr. M. A. Elbestawi**
**Dean, Faculty of Engineering**
**McMaster University**
**1280 Main Street West, JHE 261**
**Hamilton, Ontario, Canada L8S 4L7**

For more information visit our website
http://www.cas.mcmaster.ca/cas/

McMaster University
ENGINEERING

Candidates will be considered until the position is filled.

*All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.*



DALHOUSIE UNIVERSITY
*Inspiring Minds*

# Lecturer in Marketing

The School of Business Administration in the Faculty of Management invites applications for a ten-month limited term appointment in Marketing at the rank of Lecturer commencing August 1, 2005. Applicants must have a Master of Business Administration degree.

The successful applicant's primary responsibility will be to teach at the undergraduate and possibly graduate levels. He/she will teach a total of 6 courses including multiple sections of undergraduate level Introduction to Marketing and/or graduate level Marketing Management plus electives at the undergraduate and/or graduate level (possibly Marketing Research and/or Marketing Strategy).

Information about the School of Business Administration may be found at www.mgmt.dal.ca/sba.

Applicants should send a c.v., names of three references, and any teaching evaluations to:

**Ms. Viola Caume**
**School of Business Administration**
**Faculty of Managment, Dalhousie University**
**6152 Coburg Road**
**Halifax, Nova Scotia, B3H 3J5, Canada**

The closing date is **June 30, 2005**.

In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.



UBC *Faculty of Dentistry*
The University of British Columbia
www.dentistry.ubc.ca

# Tenure Track Position
# Public Health & Community Dentistry

The Faculty of Dentistry invites applications for a full-time tenure track position in the Department of Oral Health Sciences. Applicants should preferably have postgraduate training in dental public health and epidemiology, and research experience at the Ph.D. level or the equivalent. The successful applicant will be expected to participate fully in teaching of epidemiology and dental public health in the undergraduate and graduate dental curriculum, as well as in research and service. Preference will be given to individuals who can partrcipate in active research areas which already exist in the Faculty.

The deadline date for receipt of applicants is *June 30, 2005*. Please respond with a curriculum vitae and contact addresses of three referees to:

*Dr. Virginia M. Diewert, Head*
*Department of Oral Health Sciences, Faculty of Dentistry*
*The University of British Columbia*
*2199 Wesbrook Mall, Vancouver, BC V6T 1Z3*

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified applicants to apply, however, Canadian citizens and permanent residents will be given priority.

# CAREERS CARRIÈRES

programme cadre avec les objectifs de recherche à long terme, ainsi que d'un portfolio reletent l'expertise pédagogique et le mode d'intégration de la recherche et de l'enseignement du candidat. Trois lettres de référence dovent également être acheminées sous pli séparé. Le tout doit être envoyé à Marc Schwartz, Ed.D, aux coordonnées ci-après. L'analyse des candidatures par le comité débutera le 1er novembre 2005. Marc Schwartz, EdD, Comité de recrutement pour l'enseignement des mathématiques, Département d'études intégrées en sciences de l'éducation, Faculté des sciences de l'éducation, 3700, rue McTavish, Montréal (Québec) H3A 1Y2, Canada. Téléphone: 514-398-4525; Télécopieur: 514-398-4529.

■ **EDUCATION — McGill University.** The Department of Integrated Studies in Education, McGill University, invites applications for a tenure-track position in the area of Mathematics Education, et the Assistant Professor rank, effective July 1, 2006. Applicants must have a doctoral qualification and an active program of research in an area related to teaching and learning school mathematics, with a focus on the elementary school level. The successful candidate will bo part of a growing team in science and mathematics education in the Department and will be involved in research, curriculum development, and professional development activities for teachers at the local, provincial, national and international levels. Experience in schools as well as an ability to function in French will be important assets. Responsibilities will include teaching and student-teacher supervision in our BEd programs and teaching and thesis supervision in our MA and PhD programs. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. McGill University is committed to equity in employment, and encourages applications from women and men, persons with disabilities, members of visible minorities, and aboriginal persons. A complete dossier will include a letter of application, a curriculum vitae, e statement outlining the applicant's current research program and how it fits into longterm research goals, a portfolio demonstrating teaching excellence and how research and teaching are integrated, a teaching statement, and three letters of recommendation, which are to bo forwarded under separate cover. Please send all items to Or. Marc Schwartz at the address below. The Committee will start to review files on November 1, 2005. Dr. Marc Schwartz, EdD, Mathematics Education Search Committee, Department of Integrated Studies in Education, Faculty of Education, McGill University, 3700 McTavish Street, Montreal, Quebec, Canada, H3A 1Y2. Tel.: 514-398-4525; Fax: 514-398-4529.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engmeering, University of Waterloo, invites applications for a number of tenure-track/ tenured faculty positions. The levels of appointment will be based on the qualifications and academic records of the applicants. Exceptional candidates are being sought in the areas of computer engineering, nanotechnology engineering, MEMS, information secunty, and software engineering. However, outstanding candidates in other areas of electrical and computer engineering will also be considered. For more information on current openings, visit http://www.ece.uwaterloo.ca/applications. Applicants should have earned a doctoral degree in Electncal/Computer/Software Engineering, Computer Scienco, or a closely related discipline. All applicants must have a strong commitment to research and teaching, Salaries are competitive and are determned according to the successful applicant's accomplishments, experience and qualificaUons. The department currently has more jhan 65 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrollment of more than 300 graduate students. The undergraduate programs in Computer Engineering, Electncal Engineenng, Software Engineenng (offered jointly with the School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical Engineering and Systems Design Engineering), and Nanotechnology Engineering (to be launched in September 2005 jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the Investor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Regon of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system (strongly encouraged) at https://ceoadmin.uwaterloo.ca/OACA or by post to: Faculty Search Coordinator, Oepartment of Electncal and Computer Engineenng, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING — The University of Western Ontario.** The University of Western Ontario, Faculty of Engineering, Oepartment of Electncal and Computer Engineering, Applications are invited for a probationary (tenure-track) appointment in the area of Power Systems, Instrumentation and Control. Of particular interest are candidates with expertise in instrumentation, control and electrical systems for nuclear power plants. The appointment will be at the rank of Assistant Professor in the Department of Electrical and Computer Engineering effective July 1, 2005 or as soon as possible thereafter. The Department is seeking an energetic and dynamic candidate who will contribute to and complement the Department's research and teaching activities in the broad area of power systems and control. The University of Western Ontario is one of six Ontario universities associated with the University Network of Excellence in Nuclear Engineering (UNENE). http://www.unene.ca, with an NSERC/UNENE Senior Industrial Research Chair in Instrumentation control, and electrical systems for nuclear power plants. In addition, the Department has e strong power research group with activities in the areas of power electronics, power system protection and flexible ACtransmission systems. The successful candidate is expected to work closely with the Industrial Research Chair. Applicants for this position should have e Ph.O. in Electncal Engineering or a related discipline and should have an outstanding record of research and publication. The successful candidate will be expected to maintain an ongoing and vigorous research program and participate in collaborative research projects. As well, the candidate must have a commitment to and demonstrated aptitude for teaching, and will be expected to teach at the undergraduate and graduate levels and to supervise graduate students. The candidate will be expected to participate in the normal administrative activities of the Department, Faculty and University. Commitment to or eligibility for registration as a Professional Engineer in Ontario is required for this appointment. Electncal and Computer Engineenng is one of four departments in the Faculty of Engineering (http://www.eng.uwo.ca). Situated in picturesque London, Ontano, a city with a population of approximately 340,000 along the banks of the Thames River, The University of Western Ontario is one of the largest academic institutions in Canada and has made e commitment to excel as e research intensive university (ht□://communications.uwo.ca/western/about.html). Embracing this mission, Western Engineenng has undergone a rapid expansion and exciting new opportunities have arisen and continue to arise, including the addition of a new building that houses the Electncal and Computer Engineering faculty offices and many state-of-the-art research and teaching laboratories associated with the Department and its programs. Those interested in applying for this position should forward a curnculum vitae and the names and eddresses of three referees to: Dr. T.S. Sidhu, Chair, Department of Electncal and Computer Engineering, The University of Western Ontano, London, Ontano, Canada N6A 5B9. E-mail Inquiries and submissions are welcome and should be sent to: sidhu@eng.uwo.ca. Consideration of epplications will commence on June 1, 2005 and will continue until the position is filled. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontano is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING — The University of Western Ontario.** The University of Western Ontario, Faculty of Engineering, Department of Electncal and Computer Engineering, Applications are invited for a probationary (tenure-track) appointment in the area of VLSI at the rank of Assistant Professor in the Department of Electncal and Computer Engineering effective July 1, 2005 or as soon as possible thereafter. If qualifications and experence warrant a higher rank, consideration will be given to an appointment at the Associate Professor level. The Department is seeking an energetic and dynamic candidate who will contribute to and complement the Department's research and teaching activities in the area of VLSI system design with particular emphasis on microelectronics/nanoelectronics. Applicants for this position should have o PhO in Electncal Engineering or e related discipline and should have an outstanding record of research and publication in the area of VLSI and microelectronics/nanoelectronics. The successful candidate will be expected to maintain an ongoing and vigorous research program and participate in collaborative research projects in the areas VLSI and microelectronics/nanoelectronics. As well, the candidate must have a commitment to and demonstrated aptitude for teaching, and will be expected to teach at the undergraduate and graduate levels and to supervise graduate students. The candidate will be expected to participate in the normal administrative activities of the Oepartment, Faculty and University. Commitment to or eligibility for registration as e Professional Engineer in Ontario is required for this appointment. Electncal end Computer Engineenng is one of four departments in the Fecufty of Engineenng (http://www.eng.uwo.ca). Situated in picturesque London, Ontano, a city with a population of approximately 340,000 along the banks of the Thames River, The University of Western Ontario is one of the largest academic institutions in Canada and has made e commitment to excel as e research intensiva university (http://communications.uwo.ca/western/about.html). Embracing this mission, Western Engineenng has undergone a rapid expansion and exciting new opportunities have arisen and continue to arise, including the eddition of a new building that houses the Electncal and Computer Engineering faculty offices and many state-of-the-art research and teaching laboratories associated with the Department and its programs. Those interested in applying for this position should forward a curnculum vitae and the names and addresses of three referees to: Dr. T.S. Sidhu, Chair, Department of Electncal and Computer Engineering, The University of Western Ontario, London, Ontano, Canada N6A 5B9. E-mail Inquiries and submissions are welcome and should be sent to: sidhu@eng.uwo.ca. Consideration of epplications will commence on June 1, 2005 end will continue until the position is filled. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontano is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

## F

■ **FINANCE — University of Toronto at Scarborough.** The Department of Management at the University of Toronto at Scarborough invites epplications for a teaching-streem, Lecturer position in Finance. The successful candidete is expected to heve solid teaching expenence at the undergraduate level, and be eble to teach courses in both corporate finance and investments. While there is no requirement to do research, the chosen individual will be expected to participate in the governance of the Department of Management. The candidate should have a Master's degree. A PhD degree, although not required, will enhance the application. Professional designations such as CFA and Institutional experiences are an asset. The position initially is for one year beginning July 1, 2006 and is renewable annually and assessment for promotion to a continuing Senior Lecturer rank may take place in the fifth year. Interested candidates should send a curriculum vitae together with evidence of experience and excellent performance in teaching finance courses to Professor Michael Krashinsky, Chair, Department of Management, University of Toronto at Scarborough, 1265 Military Trail, Toronto, Ontano, Canada, M1C 1A4 (only hard-copy applications will bo accepted). Three letters of reference should also be arranged and sent to the Chair. The deadline for application is November 1, 2005. All qualified candidates are encouraged to epply; however, Canadians and permenent residents will be given priority. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to the further diversification of ideas.

■ **FINANCE & MANAGEMENT (FINANCE) — Saint Mary's University.** The Department of Finance and Management Science at Saint Mary's University is seeking applications for e full-time, 9-month term appointment commencing September 1, 2005. The appointment will be made at the Assistant Professor or Lecturer level depending on experience and qualifications. The normal teaching load for this position is three courses per term. The candidate should be prepared to teach introductory business finance courses, and preference will be given to those with the qualifications to teach in at least one specialized area, including corporate finance, investments, portfolio management, mergers and restructuring, financial institutions, financial innovations, and international finance. The successful candidate will hold, at minimum, a Master's degree in Financa or a closely related field. Preference will be given to candidates holding e PhD or ABO near completion, or the CFA designation. In eddition, the candidate should have a record of successful teaching at the university level. Although candidates of all nationalities are encouraged to apply, priority will bo given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank end salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement. Please forward epplication letter, three letters of reference, transcripts, end formal evaluations of teaching to: Dr. Kathryn Kimery, Chair, Department of Finance and Management Science, Sobey School of Business, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applications will be accepted until the position is filled.

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Laurentian Laurentienne
UNIVERSITY/UNIVERSITÉ

## Professeur adjoint
## Sciences de l'activité physique

L'École des sciences de l'activité physique de l'Université Laurentienne sollicite des candidatures pour un poste de professeur adjoint menant à la permanence, avec entrée en fonction le 1er juillet 2005. La personne choisie sera chargée d'enseigner en français des cours tant obligatoires qu'optionnels en sciences de l'activité physique. Son expérience pourrait être dans un ou plusieurs des champs suivants : contrôle moteur, ergonomie, méthodologie de recherche, gérontologie, sociologie, plein air et developpement humain. Cet enseignement s'effectuera au premier et au second cycle. La capacité d'enseigner des cours d'activités physiques de plein air ou de sport est aussi un atout important.

Exigences : la candidate ou le candidat doit détenir un doctorat en sciences de l'activité physique ou dans un domaine connexe et doit être capable d'établir un programme de recherche dans son domaine.

L'Université Laurentienne est un établissement bilingue qui favorise l'égalité d'accès à l'emploi. Le bilingurisme passif (français et anglais) y est une condition d'obtention de la permanence. Conformément à la législation canadienne en matière d'emploi, cette annonce s'adresse en premier lieu aux citoyens canadiens et aux résidents permanents du Canada.

Les personnes intéressées sont priées d'envoyer une lettre de candidature, un CV à jour, une déclaration de leurs intérêts comme chercheurs et trois lettres confidentielles de référence à :

**Dr. Sandy Knox**
**L'École des sciences de l'activité physique**
**Université Laurentienne**
**Sudbury, Ontario, Canada, P3E 2C6**

Les curriculums vitae commenceront á se faire examinées dès le 15 juin 2005 mais les CV seront acceptés jusqu'à ce que nous trouvions un candidat souhaitable.

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Memorial
University of Newfoundland

## FACULTY OF EDUCATION
### *Tenure Track Appointment*

The Faculty of Education, Memorial University of Newfoundland, invites applications for a position in the area of Educational Administration/Leadership commencing January 1, 2006. (subject to budgetary approval).

This appointment will be made at the Assistant or Associate Professor rank. Applicants should hold a doctoral degree and preference will be given to those with experience in educational settings. Duties will include undergraduate and graduate teaching in the area of Educational Administration/Leadership. The successful candidate will be expected to contribute to teacher education and graduate programs while actively engaging in research, scholarship and collegial collaboration.

The closing date for receipt of applications is **Friday, July 29, 2005.**

Applications including curriculum vitae and the names of at least three referees should be sent to:

**Dr. Alice Collins, Dean**
**Faculty of Education**
**Memorial University of Newfoundland**
**St. John's, Newfoundland and Labrador, A1B 3X8**
**Telephone: (709) 737-8588**
**Fax: (709) 737-8637**
**E-mail: alicec@mun.ca**

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 17,000 students, Memorial offers a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

Further information is available at http://www.mun.ca/ and http://www.mun.ca/educ.

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Western
Medicine & Dentistry

Schulich
MEDICINE

The University of Western Ontario | Schulich School of Medicine

## Earl Russell Chair in Pain Management

The Schulich School of Medicine of The University of Western Ontario invite applications for the Earl Russell Chair in Pain Management. Candidates should hold an MD, DDS, PhD or MD-PhD or any equivalent. Clinicians with PhD's or equivalent from health science disciplines other than Medicine or Dentistry are encouraged to apply. The candidate is expected to have a strong research record in the study of pain, commensurate with an appointment at the level of Associate or Full Professor.

In addition to pursuing his/her own research interests, the Earl Russell Chair will be a key leader in fostering a multidisciplinary research program in collaboration with the Clinical Director of the Chronic Pain Clinic based at St. Joseph's Health Centre, London. As such, the Earl Russell Chair must be a researcher with proven leadership capabilities who can create an environment that promotes innovative, collaborative, clinically relevant research.

The successful applicant will be appointed to the most appropriate university department within the Faculty of Medicine & Dentistry. Health Sciences or Social Sciences based on the applicant's training and certification. Cross appointments to other departments and Clinical appointment(s) to the London Hospitals for MD or DDS candidates will be negotiated as required. Rank and contract status will be determined by qualificatioas and experience.

With a full-time enrollment of about 32,000, The University of Western Ontario graduates students from a full ronge of academic and professional programs. The university campus is located in London, a city of 340,000, located nudway between Toronto and Detroit. With parks, tree-lined streets and bicycle trails, London is known as the "Forest City". London boasts an international airport, art museums, theatre, music and sport-related recreational activities expected of a larger center (see http://www.goodmovelondon.com).

Applications will be reviewed beginning **June 30, 2005** until the position is filled. Interested candidates should send a detailed curriculum vitae, a letter of interest, and the names of three references to:

**Dean Carol P. Herbert**
**Schulich School of Medicine and**
**Faculty of Medicine & Dentistry**
**Room HSA111**
**The University of Western Ontario**
**London, Ontario N6A 5C1**

Positions are subject to budget approval. Applicants should have fluent writing and oral communication skills in English. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

Western's Recruitment and Retention Office is available to assist in the transition of successful applicants and their families.

# CAREERS CARRIÈRES

The University of Western Ontario

## Dean, Faculty of Science

Applications and nominations are invited for the position of Dean, Faculty of Science, The University of Western Ontario. The appointment, to be effective 1 July 2006, is for a period of five years, renewable. Candidates should have:

- an established reputation as an academic researcher and teacher;
- a vision for the study of science at a major Canadian research university;
- the administrative, interpersonal, and communications skills to provide dedicated and dynamic leadership for the academic programs and to capitalize on the research strengths within the Faculty;
- the energy and commitment to sustain and expand the significant research investments made in the Faculty by the Canada Foundation for Innovation and related programs.

The University of Western Ontario, including its three Affiliated University Colleges, has a total enrolment of approximately 34,000 full-time equivalent students in graduate, undergraduate and professional programs. The Faculty of Science operates on an annual budget exceeding $33 million and has approximately 200 full-time faculty members in eight departments: Applied Mathematics, Biology, Chemistry, Computer Science, Earth Sciences, Mathematics, Physics & Astronomy, and Statistical & Actuarial Sciences. The Faculty of Science also offers Honors programs, including the Bachelor of Medical Sciences, in collaborstion with the basic science departments in the Faculty of Medicine & Dentistry. Nearly 3,900 full-time undergraduate students are registered in Science programs, and the Faculty enrols students from across the University as non-majors. The Faculty's outstanding programs annually attract an incoming class that is among the most highly qualified in the country. The Faculty is very active in research and graduate education, with over 425 full-time and 32 part-time graduate students. The Faculty of Science plays a central role in a number of major interdisciplinary research centres, including Surface Science Western, the Nanofabrication Facility, and Environmental Research Western, and offers strong interdisciplinary programs in Environmental Science and Genetics.

The Committee will begin its consideration of candidates on **October 1, 2005**. Nominations and applications should be submitted to:

**Dr. Greg Moran, Provost and Vice-President (Academic),**
**Room 115, Stevenson-Lawson Building**
**The University of Western Ontario**
**London, Ontario, N6A 5B8**
Telephone: (519) 661-3110
Fax: (519) 661-3676

Applications should include a curriculum vitae and the names of at least three referees. For additional information on the Faculty, please visit its web site at: http://www.uwo.ca/sci

The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

# Retiring?
## CAUT wants you ...

The Canadian Association of University Teachers (CAUT) is the national voice for academic staff. Representing 48,000 teachers, librarians, researchers and other academic professionals, CAUT is an outspoken defender of academic freedom and works actively in the public interest to improve the quality and accessibility of public post-secondary education in Canada. From lobbying governments to providing collective bargaining and legal support, CAUT actively advances the social and economic interests of its members. CAUT offers conferences, courses and workshops on a range of issues, investigates threats to academic freedom, undertakes extensive research and works in national and international coalitions dedicated to the welfare of academic staff and students.

If you are retiring and are no longer eligible to remain a member of CAUT through your local faculty association, you may wish to join CAUT as an individual retired associate member. Associate membership keeps you connected with colleagues across the country and provides you with an opportunity to participate in CAUT's various activities, including service on standing committees.

Benefits include:
- Subscription to the CAUT Bulletin
- Eligibility to hold office and serve on CAUT committees
- Supplemental health and dental insurance
- Group life insurance
- Group home and auto insurance

To obtain retired associate member status in CAUT, simply fill out the form below and mail with your cheque to: CAUT, 2675 Queensview Drive, Ottawa, Ontario K2B 8K2.

**One year for only $25**

### RETIRED ASSOCIATE MEMBERSHIP

Name:

Address:

University/College where last emloyed:

Date of Retirement:

CAUT

The University of Western Ontario
Faculty of Medicine and Dentistry

## Restorative Dentistry

The School of Dentistry at The University of Western Ontario is seeking candidates for the following positions in its Division of Restorative Dentistry:

- **One (1) limited term appointment** at the rank of assistant professor. This is a one (1) year term commencing July 1, 2005 and ending on June 30, 2006; and
- **One (1) probatinnary (tenure track) appointment** at the rank of assistant or associate professor. This contract would commence on July 1, 2005.

The successful candidates will work in the area of prosthodontics and operative dentistry. They must possess a DDS/DMD degree, or equivalent and be eligible for full or academic licensure within the Province of Ontario. Preference will be given to applicants with post-graduate training in the area for which they are applying.

Successful candidates will be expected to participate in teaching at the didactic, pre-clinical, and clinical levels, with the possibility of acting as a course director. Cross-discipline clinical teaching within the divisions of restorative dentistry and oral medicine is expected.

For tenure track positions, participation in independent research projects toward publication in respected journals is expected however no previous history of research activity is required. Successful candidates will also serve in community, professional, or administrative roles. Exceptional applicants at a higher level may be considered for a possible tenured appointment.

Consideration of applicants will include an assessment of previous performance, qualifications, including qualifications which go beyond the requirements for the position and experience.

With a full-time enrolment of 32,000, the University of Western Ontario graduates students with a full range of academic and professional programs. The University campus is in London, a city of 340,000 located midway between Toronto and Detroit. With parks, tree-lined streets and bicycle trails, London is known as the "Forest City". London boasts an international airport, galleries, theatre, music, and sporting events. (See http://www.goodmovelondon.com to learn more.) Western's Recruitment and Retention Office is available to assist in the transition of successful applicants and their families.

Applicants should send 1) a cover letter, 2) a curriculum vitae, 3) reprints of any publications, and 4) names of three references to:

**Dr. H. S. Sandhu, Acting Director**
**School of Dentistry, The University of Western Ontario**
**London, ON, Canada, N8A 5C1**

Applications will be accepted until the positions are filled. Expected start date is **July 1, 2005**.

For further information, please see: www.fmd.uwo.ca/dentistry/; www.uwo.ca/; www.city.london.on.ca

Positions are subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply, however Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

Memorial
University of Newfoundland

## CANADA RESEARCH CHAIR IN MARINE BIOTECHNOLOGY
### *Faculty of Science*

The Faculty of Science is recruiting an outstanding investigator to fill a **Tier II Canada Research Chair in Marine Biotechnology**. Applications are invited for a tenure-track position at the Assistant or Associate Professor level. The primary appointment will be in either the Department of Biochemistry, the Department of Biology, or the Ocean Sciences Centre. The appointee will be expected to establish an active externally-funded research program and contribute to teaching.

Candidates with a Ph.D. or equivalent degree, a minimum of two years of post-doctoral experience and a track record of productivity are invited to apply. We are seeking an individual whose research interest and expertise is in the biochemistry of marine organisms and who: i) utilizes the intellectual approaches and tools of molecular biology to address fundamental questions in how marine organisms function; ii) will apply this knowledge in technological development (i.e. marine biotechnology); iii) will serve as a catalyst and mentor for Memorial's faculty who are using molecular approaches to understand and manipulate gene expression; and iv) will develop close ties with other Memorial researchers with expertise in the fields of marine biochemistry, physiology, ecology and with biotechnological companies in the Atlantic region.

Applicants should submit a curriculum vitae, a one page summary of proposed research, and arrange for the names, postal addresses, and email addresses of three referees to be sent to:

**Dr. David Schneider, Associate Dean of Science**
**Memorial University of Newfoundland**
**St. John's, NL, A1B 3X9**
Email: a84dcs@mun.ca
Telephone: (709) 737-4752
Fax: (709) 737-3316.

Consideration of applications will begin **20 June 2005** and continue until position is filled. Inquiries are welcome.

Memorial University cooperates with the local scientific and engineering community to maintain an inventory of available positions for qualified partners. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities. Memorial University is committed to employment equity and encourages applications from qualified men and women, visible minorities, aboriginal people and persons with disabilities.

Memorial University is the largest university in Atlantic Canada. As the Province's only university, Memorial plays an integral role in the educational and cultural life of the Province of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning. St. John's is a very safe and friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

# CAREERS CARRIÈRES

DALHOUSIE UNIVERSITY
*Inspiring Minds*

## Lecturer in Operations Management/Statistics

The School of Business Administration in the Faculty of Management invites applications for a ten-month limited term appointment in Operations Management or Statistics at the rank of Lecturer commencing August 1, 2005. Applicants must have a Master's degree.

The successful applicant's primary responsibility will be to teach at the undergraduate and possibly graduate levels. He/she will teach a total of 6 courses. Salary will be commensurate with academic qualifications, teaching and practical experience.

Information about the School of Business Administration may be found at www.mgmt.dal.ca/sba.

Applicants should send a c.v., names of three references, and any teaching evaluations to:

**Ms. Viola Caume**
**School of Business Administration**
**Faculty of Managment, Dalhousie University**
**6152 Coburg Road**
**Halifax, Nova Scotia, B3H 3J5, Canada**

The closing date is **June 30, 2005**

In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

# Arts et sciences

**La Faculté des arts et des sciences sollicite des candidatures pour :**

> Un poste de professeure ou professeur au rang d'agrégé, au Département d'études françaises, dans le domaine des Langue et littérature latines du Moyen Âge et des temps modernes.

**Date d'entrée en fonction : À compter de septembre 2005 (sous réserve d'approbation budgétaire).**

*Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents. L'Université souscrit à un programme d'accès à l'égalité en emploi pour les femmes et au principe d'équité en matière d'emploi.*

**Pour de plus amples informations, veuillez consulter notre site web : www.fas.umontreal.ca**

Université de Montréal

DALHOUSIE UNIVERSITY
*Inspiring Minds*

## Assistant/Associate Professor of Marketing

The School of Business Administration in the Faculty of Management invites applications for a probationary tenure-track position at the rank of Assistant or Associate Professor, effective July 1, 2006. A Ph.D. or ABD in Marketing and evidence of teaching effectiveness and research potential are required.

The successful applicant will be expected to engage in cutting-edge research in marketing, to teach marketing management courses as well as courses suited to their expertise, at the graduate and undergraduate levels. Salary is competitive and commensurate with experience.

Information about the School of Business Administration may be found at www.mgmt.dal.ca/sba.

Applications should contain a curriculum vitae and the names and contact information of three referees. Send or e-mail (Viola.Caume@dal.ca) the material by **September 30, 2005** to:

**Ms. Viola Caume**
**School of Business Administration**
**Faculty of Managment, Dalhousie University**
**6152 Coburg Road**
**Halifax, Nova Scotia, B3H 3J5, Canada**

In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

## Brock University President and Vice-Chancellor

Brock University invites nominations and applications for the position of President and Vice-Chancellor.

Well-established as an undergraduate institution with a strong student focus, Brock has experienced unprecedented growth and transformation as it enhances its reputation as a broad-based comprehensive institution. Brock offers a wide variety of professional and graduate programs, while retaining a commitment to undergraduate programs in the humanities, social sciences, sciences, and fine arts. Brock's campus has undergone remarkable physical growth, with over $110 million of construction completed, and another $35 million of expansion planned for the next several years. With a strong commitment to research and scholarship, Brock ranks third among Canadian universities in the percentage growth of its external research funding.

Through its six Faculties (Applied Health Sciences, Business, Education, Humanities, Mathematics and Science, and Social Sciences), Brock offers strong undergraduate, graduate and interdisciplinary programs to its 16,000 students. As well, Brock celebrates the success of its 49,000 alumni; its recent graduates enjoy some of the highest employment rates among graduates from Ontario's universities.

Located in the cultural centre of Canada's beautiful Niagara Peninsula in Ontario, 1.5 hours from Toronto, Brock is a diverse and inclusive university, with a national and international reputation for quality and innovation. Additional information is available at **www.brocku.ca**.

The President and Vice-Chancellor is the Chief Executive Officer of the University and a member of the Board of Trustees. The successful candidate will possess proven leadership qualities and outstanding communication skills. He or she will be a scholar with a well-established academic record, a sense of vision, and the energy and commitment to advance Brock's ambitious agenda.

Applications and nominations, including the qualifications and accomplishments on the basis of which the individual merits consideration, should be submitted in confidence to the address shown below. The Presidential Search Committee will begin the review of candidates in September 2005. The term of the appointment is for five years and is renewable. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Brock University is an equal opportunity employer.

**Janet Wright & Associates Inc.**
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9
Fax: 416-923-8311
brockpresident@jwasearch.com

**Janet Wright & Associates Inc.**
*Senior-level recruitment for the public and not-for-profit sectors*
www.jwasearch.com

University of Waterloo

## Dean, Faculty of Environmental Studies

The University of Waterloo (UW) invites nominations and expressions of interest for the position of Dean of the Faculty of Environmental Studies (FES). The successful candidate comes into FES at an exciting and critical time. As an important source of interdisciplinary understanding and as a catalyst for collaborative and community-based approaches to sustainable development, FES works at the centre of one of UW's strategic research priorities. Through its own programs and those developed in active collaboration with the other Faculties of the University, it plays a pivotal role locally, internationally and within the Canadian academic milieu.

The new Dean will be a strong, dynamic and entrepreneurial leader, with a record of scholarly or creative professional activity appropriate to advancing the Faculty's research, scholarship, and external partnerships. The Dean will work with students, staff and faculty members to raise FES's profile internally and externally and to develop strategies for fundraising, research, graduate and undergraduate recruitment, and faculty and staff recruitment and retention consistent with the results of a major strategic planning exercise in 2005.

Outward-looking, research-intensive and situated in the heart of Canada's Technology Triangle, UW is known for its entrepreneurial spirit and as a leader in technology transfer. UW offers a full range of programs in the humanities and social sciences, as well as in engineering and the natural and mathematical sciences; it has the largest co-operative education program in the world. Total enrolment is about 22,000; FES has 42 full-time faculty members. In 2004, the *Maclean's* reputational survey ranked UW "best overall" and "most innovative" in Canada.

FES is well-known for its collegial and supportive working environment. UW is committed to providing "family friendly" policies and programs that maintain a positive environment for the many and diverse needs of its employees. For detailed information, please see: **www.hr.uwaterloo.ca/family-friendly.html.** UW encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The initial five-year appointment will begin on October 1, 2005 or as soon as possible thereafter.

The Search Committee will begin its review of candidates in June and will continue until the position is filled. Interested candidates should submit documentation in confidence to the Dean of Environmental Studies Nominating Committee at the address shown below. Applications should be accompanied by current curriculum vitae, a brief statement of interest, and the names of three referees familiar with the candidate's academic credentials and administrative experience. Nominations are also invited and should include a current curriculum vitae, where possible.

**UW Dean of Environmental Studies**
**Nominating Committee**
c/o Janet Wright & Associates Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9
Fax: 416-923-8311
uwaterloofes@jwasearch.com

**Janet Wright & Associates Inc.**
*Senior-level recruitment for the public and not-for-profit sectors*
www.jwasearch.com

# CAREERS CARRIÈRES

■ **FINANCE & MANAGEMENT (MANAGEMENT) — Saint Mary's University.** The Department of Finance and Management Science at Saint Mary's University is seeking applications for a full-time, 9-month term appointment commencing September 1, 2005. The appointment will be made at the Assistant Professor or Lecturer level depending on experience and qualifications. The normal teaching load for this position is three courses per term. The candidate should be prepared to teach introductory business quantitative methods courses and/or business statistics. Preference will be given to those with the qualifications to also teach operations management. The successful candidate will hold, at minimum, a Master's degree in Management Science, Operations Management, or related field. Preference will be given to candidates holding a PhD or ABD near completion. In addition, the candidate should have a record of successful teaching at the university level. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement. Please forward application letter, three letters of reference, transcripts, and formal evaluations of teaching to: Dr. Kathryn Kimery, Chair, Department of Finance and Management Science, Sobey School of Business, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applications will be accepted until the position is filled.

■ **FOLKLORE — Cape Breton University.** The Department of Culture, Heritage & Leisure Studies at Cape Breton University invites applications for a tenure-track position at the rank of Assistant Professor to commence July 2005. Preference will be given to candidates who can: develop new courses in specialized areas; advise students; seek external funding and conduct a program of research; and collaborate with the Centre for Cape Breton Studies. Applicants must have a PhD in Folklore (or be near completion) and have a strong academic and research background. Applicants are expected to demonstrate potential and commitment with regard to teaching, research/creative/scholarly activities and service to Cape Breton University, community and profession. The union affiliation of this position is with the Cape Breton University Faculty Association of University Teachers (FAUT). Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae, academic transcripts and three letters of reference to the Human Resources Department. Applications must be received by 4:00 p.m. June 10, 2005. Email applicants will receive a return email confirming receipt. We thank all applicants for their interest; however, only applicants selected for an interview will be contacted. Cape Breton University is an equal opportunities/affirmative action employer. Human Resources Department, UCCB, PO Box 5300, 1250 Grand Lake Road, Sydney, NS, B1P 6L2; Fax: (902) 563-1458; Email: humanresources@ns.aliantzinc.ca; Website: www.uccb.ns.ca.

■ **FRENCH — Saint Mary's University.** The Department of Modern Languages and Classics at Saint Mary's University invites applications for two nine-month sessional appointments in French at the rank of Assistant Professor or Lecturer starting September 1, 2005. The successful candidates should be able to demonstrate commitment to teaching French language and culture at the university level, and be active in scholarly research. The area of specialization is open, but applicants should have a PhD in French completed or near completion, and possess native or near-native fluency in both French and English. They must have a record of success in teaching French language courses at the university level applying second language pedagogy. Experience in integrating francophone cultures es part of language courses and coordinating multiple course sections would be decided assets. The appointees will be responsible for teaching and coordinating French language courses at various levels. Saint Mary's University is committed to serving the local, regional, national and international communities, which it realizes through outreach activities; community based research programs, and contributions to life-long learning. We are particularly interested in candidates who can contribute to those goals in ways appropriate for French Studies. A letter of application accompanied by an up-to-date curriculum vitae, the names of three referees, and a teaching dossier which includes recent teaching evaluations should be sent to: Dr. George Nahrebecky, Acting Chair, Department of Modern Languages and Classics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3; E-mail: george.nahrebecky@smu.ca. Applications will be accepted until the position is filled. Although candidates of all nationalities are encouraged to apply, Canadian immigration policy requires that priority consideration be given to qualified Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities. Visit our web site at www.stmarys.ca.

■ **FRENCH LITERATURE & CULTURE — University of Windsor.** The University of Windsor invites applications for a tenure-track position in the Department of Languages, Literatures and Cultures in the area of French Literature and Culture at the rank of Assistant Professor commencing July 1, 2006. For a detailed position description visit our website at www.uwindsor.ca/fac-ultypositions. Contact: Dr. Dietmar Lage, Head, Languages, Literatures, and Cultures, University of Windsor, Windsor, Ontario, N9B 3P4; Tel: 519-253-3000, Ext. 2673; Fax: 519-971-3648; email: lage@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

## CHAIR, DEPARTMENT OF PLANT AGRICULTURE ONTARIO AGRICULTURAL COLLEGE

The University of Guelph, Ontario Agricultural College (OAC) seeks a Chair for its Department of Plant Agriculture. The successful candidate will serve an initial five-year term and will hold a tenured position in the department. The chair will be a member of the executive of OAC and share responsibility for leadership within the College.

Plant Agriculture encompasses applied bioinformatics and molecular genetics field: horticultural and greenhouse crops, turf and grassland studies; environmental sustainability; and the post-harvest application of biomaterials for food, health products, fibres and industrial products. Plant Agriculture is a large department, with an annual budget of $20 million supporting 50 faculty, 50 permanent staff, 80 contract staff, and 75 graduate students who are concentrated primarily at the Guelph campus and at Ridgetown campus as well as at Simcoe and Vineland. World class research facilities provide excellent working conditions. Faculty profiles, their activities and further description of the department are available at: http://www.plant.uoguelph.ca/.

The preferred candidate will be a successful researcher and educator, possessing a Ph.D and record of scholarly accomplishments in one of the disciplines in Plant Agriculture. A commitment to teaching excellence, life-long learning and learner-centred education is essential. (S)he will offer vision and leadership including strong organizational, interpersonal and communication skills. Success in leading interdisciplinary teams is essential. An understanding of human resource management and the ability to develop and execute new initiatives would be an asset. The Chair must have an understanding of the agri-food industry and an ability to interact with producer, environmental, consumer and government groups.

Applications will be treated in confidence and should include a curriculum vitae and the names and addresses of three persons who may be contacted as referees. Deadline date for applications is **August 31, 2005.**

Applications and nominations should be submitted to **Dr. Craig J. Pearson, Dean, Ontario Agricultural College, University of Guelph, Guelph Ontario N1G 2W1;** Fax: (519) 766-1423 or email: cpearson@uoguelph.ca.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

UNIVERSITY of GUELPH

## G

■ **GASTROENTEROLOGY — University of Alberta.** The University of Alberta, Division of Gastroenterology, invites applications from outstanding clinicians and scholars for positions with clinical and/or academic job descriptions, at the level of assistant, associate or full professor to commence between July 1, 2005 and July 1, 2008. The Division of Gastroenterology is the recent recipient of a $20.5 million Canadian Foundation for Innovation grant to establish a Center of Excellence in Inflammation and Immunity Research. Currently the Division consists of twenty-seven academic and clinical faculty at four teaching hospitals (Grey Nuns, Misericordia, Royal Alexandra, and University of Alberta Hospitals). The Division has the full range of advanced endoscopic services, excellent clinical facilities, a Royal College approved residency-training program and internationally recognized programs in basic, clinical, community-based, and clinical trials research. Over the next 3 years, the Division of Gastroenterology anticipates a large growth in research and clinical services. Basic Science Researchers (3 Positions): These positions have 51%–100% research protected time. They are earmarked for MD and PhD scholars with demonstrated interests in the areas of mucosal inflammation and immunology, epithelial injury and repair, genetics and bioinformatics, nutrition and metabolism, and basic investigation of liver disease, viral hepatitis and retrovirology. These positions are awarded on the basis of successful application for peer reviewed salary funding. Clinician-Scientists ((3 Positions): These positions have 31%–50% research protected time and are identified for MD scholars with an interest in health outcome and clinical epidemiology, gastrointestinal oncology, gastrointestinal motility, liver and intestinal transplantation, inflammatory bowel disease, viral liver disease, and advanced therapeutic endoscopy. Clinician-Teachers (4 Positions): These positions have 10%–30% academic protected time. These individuals are expected to have substantial clinical teaching attributes and strong clinical gastroenterology, hepatology, nutrition and endoscopic backgrounds. Community Clinician-Teachers (5 Positions): These individuals will be private practitioners with an affiliation to one of the teaching hospitals and will be expected to take part in the clinical teaching of students, medical residents and gastroenterology fellows. The University of Alberta is one of the major research universities in Canada with 36,000 students, research funding of $306 million yearly, and more than 400 research laboratories. Edmonton, with metro population of about one million, is the cosmopolitan capital of Alberta and is famous for its verdant river valley, vibrant festivals, outstanding cultural facilities and groups, the success of its professional and amateur athletes and teams, its average of 12.3 hours daily of sunshine and the lowest taxes in the country. Income will be commensurate with experience and qualifications. Full-time clinician researcher and clinician teacher positions will be within an alternate rafationship plan. To apply for any position, forward a letter of application, curriculum vitae, and names and address of three referees to: Dr. Richard N. Fedorak, Director, Division of Gastroenterology, Zeidler Ledcor Center, University of Alberta, 130 University Campus, Edmonton, Alberta, Canada, T6G 2X8. The closing date for applications is August 31, 2005, or until a suitable candidate is found. Early applications are encouraged. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **GEOGRAPHY — University of Waterloo.** The Department of Geography at the University of Waterloo invites applications for a tenured faculty position in Geography. The appointment will be at the full or associate professor level for a specialist in Remote Sensing. Preference will be given to applicants who emphasize the applied aspects of remote sensing, have experience with the use of remote sensing in environmental modelling, and are knowledgeable in other areas of Geomatics, particularly spatial statistics. We seek a person who has an established and well-funded research program with a demonstrated ability to attract graduate students. A second area of expertise linking to other areas of specialty in the department will be an advantage. The successful candidate will join a strong team of geomatics specialists at Waterloo and will contribute to teaching at both the graduate and undergraduate levels. The Department of Geography is part of the Faculty of Environmental Studies. For additional information about the Department see: http://www.fes.uwaterloo.ca/geography/. Applicants must have a PhD. Start date for the appointment is open to negotiation, but the successful candidate is expected to be on campus no later than January 1, 2006. Applications must include statements of career objectives, research interests, and the applicant's approach to teaching and learning. Applicants must include with the letter of application a curriculum vitae and the names (with contact information) of four referees. The first stage in the review of applicants will be based on the application and CV. Referees will be contacted for those being considered in the second stage of the review. The review of applications will continue until the position is filled. Applications should be sent to: Chair, Faculty Search Committee, Department of Geography, Faculty of Environmental Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **GEOGRAPHY — University of Waterloo.** The Department of Geography at the University of Waterloo invites applications for a tenure-track position in Geography. The appointment will be at the assistant professor level for a physical geographer whose research and teaching complement existing departmental strengths in wetlands and water-related sciences. Preference will be given to applicants whose research interests emphasize the field aspects of landscape processes, especially land-hydrosphere interactions. The successful candidate will be expected to contribute to the teaching of physical geography at both the undergraduate and graduate levels. The ability to teach fundamental inferential statistics and/or spatial statistics would be an asset. The Department of Geography is part of the Faculty of Environmental Studies. For additional information about the Department see: http://www.fes.uwaterloo.ca/geography/. Applicants must have a PhD. Start date for the appointment is open to negotiation, but the successful candidate is expected to be on campus no later than January 1, 2006. Applications must include statements of career objectives, research interests, and the applicant's approach to teaching and learning. Applicants must include with the letter of application a curriculum vitae and the names (with contact information) of four referees. The first stage in the review of applicants will be based on the application and CV. Referees will be contacted for those being considered for the second stage of the review. The review of applications will continue until the position is filled. Applications should be sent to: Chair, Faculty Search Committee, Department of Geography, Faculty of Environmental Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **GEOGRAPHY — University of Victoria.** The University of Victoria (UVic) is seeking to fill a Canada Research Chair (CRC) position (SSHRC, Tier II), and invites nominations and applications in the area of **Urban Population Health.** UVic is one of Canada's most research-intensive comprehensive universities. We are committed to the pursuit of research excellence and are a leading proponent of research methodologies that foster sophisticated interdisciplinary appraisals that promote collaboration and exchange among our researchers and with others around the world. Much of our research success can be attributed to the efforts we have devoted to building or supporting a critical mass of exceptional health researchers, including those affiliated with the Centre on Aging, the Community Health Promotion Centre, the Centre for Global Studies, Centre for Asia Pacific Initiatives, Centre for Studies in Religion and Society and Population Research Group, the Centre on Youth and Society, the Centre for Addiction Research, the School of Health Information Sciences and Island Medical Programme. For information about the University and its programs, visit http://www.uvic.ca. Our ideal CRC candidate will be an emerging social scientist of outstanding potential in the study of urban population health. We are particularly interested in individuals who would facilitate research designed to provide a deeper understanding of the determinants of health and who have expertise in one or more of the following areas: urban health inequalities, community cohesion, social capital and health, and geographical variations in mortality, morbidity and life expectancy. Vancouver Island and Victoria are ideal location for studies of urban population health, with nearby communities ranging in size and character from large metropolitan centers, to medium-sized cities, to isolated resource towns and Aboriginal communities. The geographic and cultural diversity of these places provides a fruitful terrain for applied research. UVic is committed to excellent undergrad and grad teaching; therefore, the ideal candidate will also be an excellent teacher/communicator. The CRC Program was established by the Government of Canada to enable Canadian universities to enhance their role as world-class centres of research excellence in the global knowledge-based community. Information about the CRC program, including profiles of current Chair holders, can be found at http://www.chairs.gc.ca/. To be eligible for a Tier II position, candidates must be early career scholars of outstanding achievement, acknowledged by their peers as having the potential to become world leaders in their research areas. Chair candidates should have a strong commitment to interdisciplinary research and have demonstrated ability in leading an interdisciplinary group of scholars. Nominations and applications, including a curriculum vitae, a five-year research plan, and contact information for referees, should be forwarded to: Dr Dan Smith, Chair, Department of Geography, University of Victoria Victoria, British Columbia V8W 3P5, Canada. Consideration of applications will begin September 1, 2005; appointments will be effective 1 July 2006, or as soon thereafter as possible. Please note that all CRC positions are sub-

RYERSON UNIVERSITY

# powered by imagination

Ryerson University is known for innovative programs built on the integration of theoretical and relevant learning. Over 50 undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada.

## ASSISTANT OR ASSOCIATE PROFESSOR
### Department of Chemistry and Biology

Faculty of Engineering and Applied Science

We invite applications for a tenure-stream faculty position in Organic or Inorganic Chemistry. The successful applicant must have a PhD in Chemistry as well as post-doctoral experience. Research interests should be in the areas of synthetic organic or inorganic chemistry. Preference will be given to applicants with a focus on materials, thin films and coatings, or whose research includes a modelling component. Although the appointment will be normally at the rank of Assistant Professor, a successful candidate who demonstrates a strong record of research and teaching excellence may be appointed at the Associate Professor level. The Department of Chemistry and Biology is in a phase of dynamic growth. Propelled by an energetic and ambitious faculty, including a Tier II Canada Research Chair, the Department has been instrumental to the establishment of three new B.Sc. programs at Ryerson, to be launched in September 2005. The Department has also seen rapid expansion in research activity. The University maintains a cluster of research instrumentation, including HPLC, GC/MS, AFM, laser-confocal microscopy, Raman-confocal microscopy and SEM. Access to ESI/MALDI-Oq-TOF-MS and ESI-Ion Trap-MS is also available within the Department. Applicants must submit a current curriculum vitae, a research proposal, a statement describing their teaching philosophy, and the names and contact information of three referees, to: Dr. Christopher Evans, Chair, Department of Chemistry and Biology.

## ASSISTANT OR ASSOCIATE PROFESSOR
### Industrial Engineering

The Department of Mechanical and Industrial Engineering invites applications for a tenure-track faculty position at the Assistant or Associate Professor level in the area of industrial engineering. Candidates with research interests in all areas of Industrial Engineering are encouraged to apply. However, preference will be given to applicants with research interests in the area(s) of ergonomics, human factors and/or information systems. Applicants must have a PhD degree in Industrial Engineering or a related discipline, and a strong commitment to teaching and research with the ability to establish and maintain a dynamic research program in their fields of expertise. Applicants should be registered, or eligible for registration, as a professional engineer in Ontario. The level of appointment and salary will be commensurate with the qualifications of the candidate. The Department of Mechanical and Industrial Engineering offers four-year accredited programs leading to Bachelor of Engineering (B.Eng.) degrees in Mechanical Engineering and Industrial Engineering. The Department also offers graduate programs leading to either a Doctor of Philosophy (PhD), Master of Applied Science (M.A.Sc.), or Master of Engineering (M.Eng.) degree. Information on the Department can be found at www.ryerson.ca/mecheng. Applicants must submit a curriculum vitae, a statement of research and teaching interests, and the names of three referees, to: Dr. Liping Feng, Professor and Chair, Department of Mechanical and Industrial Engineering. Fax: 416-979-5265. E-mail: lfang@ryerson.ca.

Complete applications must be received by June 15, 2005, at: Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. These competitions will remain open until the positions are filled, however, only those applications received before the stated deadline will be guaranteed consideration.

*Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal people, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.*

ARCHITECTURE | ENGINEERING | SCIENCE

# CAREERS CARRIÈRES

ject to review and final approval by the CRC Secretariat. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University community. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

■ **GERONTOLOGY — Simon Fraser University.** Simon Fraser University seeks a dynamic forward-thinking individual with demonstrated research, development, administrative and communication skills to assume the position of director of its internationally renowned Gerontology Research Centre (GRC). Established in 1982, the GRC's mandate is to conduct and foster research on individual and population aging as well as to serve as a central source of information on aging. Resources include the Dr. Tong Louie Living Laboratory and the Impey Gerontology Collection and Information Service. Staff include senior scientists-in-residence, post-doctoral fellows, a full time information specialist, technical and support staff and research assistants. Five themes guide the Centre's activities: Aging and the Built Environment, Health Promotion/Population Health and Aging, Prevention of Victimization and Exploitation of Older Adults, Changing Demographics and Lifestyles, and Older Adult Education. The successful candidate will have publications, research and teaching interests/experience in the area of Aging and Health and will be appointed at the Associate or Full Professor rank in the Department of Gerontology, splitting their duties equally between the teaching programs and GRC. See policy A20.02 for the salary scale on the SFU web site. The Department, established in 1983, currently offers a minor in Gerontology, a Post Baccalaureate Diploma, and a Masters Degree and is proposing a PhD program. SFU is at the leading edge of gerontological research and training in Canada and has a reputation as one of the best comprehensive universities in the country. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. SFU is committed to the principle of equity in employment and offers equal opportunities to qualified women and men, including visible minorities, aboriginal people and person with disabilities. This position is subject to budgetary approval. SFU is committed to the principle of equity in employment. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. Applicants should include a covering letter, curriculum vitae, evidence of the qualifications being sought, two samples of their publications, and the names of three references. Applications should arrive no later than August 15, 2005 with a start date of January 1, 2006. Address correspondence to: Professor Andrew Wister, Chair, Department of Gerontology, 515 West Hastings, Vancouver, B.C. V6B 5K3. For further information about the Gerontology Research Centre and Department of Gerontology, please see our web sites at: www.sfu.ca/grc/ and www.sfu.ca/gerontology/.

■ **GLOBAL STUDIES PROGRAM — Wilfrid Laurier University.** The Global Studies Program invites applications for a one-year Limited Term appointment at the rank of Assistant Professor in the dynamic and emerging field of Global Studies, affective 1 August 2005, subject to budgetary approval. Candidates must have a completed PhD and demonstrated excellence in teaching and research. The successful applicant will have a proven ability to teach a variety of interdisciplinary undergraduate courses on social and cultural aspects of globalization, particularly in the area of global migration and refugees. Expertise in the Americas (North, Central, or South), Pacific Rim, and Southeast Asia is preferred. Applicants should send a 1 or 2 page cover letter, curriculum vitae, teaching evaluations, and three letters of reference by June 27th, 2005 to Dr. Leonard Friesen, Coordinator, The Global Studies Program, Wilfrid Launer University, Waterloo, Ontario, N2L 3C5. All qualified candidates are encouraged to apply; however Canadian Citizens and Permanent Residents of Canada will be given priority. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

## H

■ **HEALTH MANAGEMENT/HEALTH SERVICES RESEARCH — York University.** The School of Health Policy and Management invites applications for a full-time tenure track position in Health Management and Health Services Research with a special emphasis on gender at the Assistant Professor level to commence **July 1**, 2006, with the possibility of a January 1, 2006 start date. All positions at York University are subject to budgetary approval. Applicants should specialize in Health Management and Health Services Research with an emphasis on gender issues. Candidates should show excellence or promise of excellence in teaching and in scholarly research and publication. The position may involve graduate teaching and supervision, as well as undergraduate teaching and research. The successful candidate will play a pivotal role in the further development of the Health Management curriculum and work in association with the CHSRF/CIHR Chair in Health Services Research. They will be required to teach courses in gender and health, health care management and issues related to the organization and delivery of health care services in Canada and/or internationally as well as conduct research within a highly productive and collegial academic community. Requirements: PhD or equivalent in an area related to Health Services or Health Management/Administration. Successful teaching experience and demonstrated excellence as a researcher in relevant health-related fields are preferable. The School is particularly interested in recruiting candidates who are eligible for the CHSRF/CIHR/SSHRC/Health Career Awards/ external research funding. Salary: Commensurate with qualifications. Deadline for receipt of completed applications is July 15, 2005. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, one or two published works, three signed letters of reference and teaching evaluations should be sent to: Professor Marcia Rioux, Chair, School of Health Policy and Management, Atkinson Faculty of Liberal & Professional Studies, Rm. 441 HNES, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. Fax: 416-736-5227; E-mail: mrioux@yorku.ca.

■ **HISTORY/POLITICAL SCIENCE — University of Waterloo.** Applications are invited for a tenure-track position for a joint appointment in the Departments of History and Political Science at the University of Waterloo at the Assistant Professor level. Applications must have a background in international history/international relations to teach courses in the Departments of History and Political Science, that focus upon historical approaches to global change. Scholars who have worked on contemporary international history topics are invited to apply as are those who have developed theoretical approaches to the study of international and diplomatic history. Candidates must have a PhD in History with an interdisciplinary interest in teaching/research in Political Science. The candidate is expected to contribute to teaching at the undergraduate level in a large class environment and at the graduate level. The appointment is effective January 1, 2006 Salary negotiable. Send application, CV, teaching dossier, 2 or 3 samples of recent scholarly work, and three letters of reference to Professor Patrick Harrigan, Chair, Department of History, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 by August 1, 2005 All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native people, and persons with disabilities. Please note that applications sent by fax of e-mail will not be accepted.

## I

■ **INTELLEGENT MANUFACTURING SYSTEMS — University of Windsor.** The Intelligent Manufacturing Systems (IMS) Center at the University of Windsor invites applications for Post Doctoral Fellow (PDF) positions associated with the Canada Research Chair (CRC) in Manufacturing Systems Engineering. Immediate openings exists for outstanding recent PhD graduates in the general areas of Manufacturing Systems Engineering and Control applied to Manufacturing Systems. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Professor Hoda ElMaraghy, PhD, PEng, Canada Research Chair in Manufacturing Systems Engineering, Director, Intelligent Manufacturing Systems (IMS) Center, 204 Odette Building, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 3439; Fax: 519. 973.7053; Email: hae@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Prof. Beari Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

## L

■ **LIBRARY & INFORMATION SCIENCE — The University of Western Ontario.** Deadline for receipt of applications is **June 30, 2005** or until the position is filled. The Faculty of Information and Media Studies (FIMS) at The University of Western Ontario invites applications for up to two full-time, Limited-Term appointments at the rank of Lecturer, each for a term of one year. The position begins September 1, 2005. The successful candidate will teach six half courses per academic year and carry out assigned duties related to committee and other service within the Faculty, but will not be expected to engage in research and scholarly publication. Minimum qualifications are: evidence of excellence in teaching, including the ability to teach in a graduate professional program in Library and Information Science; a Master's degree in Library and Information Science or equivalent from an ALA accredited program; and a strong record of successful professional experience either in cataloguing or user services. Working closely with other full-time faculty, the successful candidate will teach in one of the following two areas in the Master of Library and Information Science (MLIS) program: cataloguing at the Introductory and advanced levels to students; or reference and user services and the foundations of LIS. Being able to teach at the undergraduate level in the Media, Information and Technoculture (MIT) program is a desirable asset. The Faculty of Information and Media Studies is a vibrant, expanding faculty comprised of some 40 full-time faculty members and about 17 non-academic staff. It currently offers an undergraduate program in Media, Information and Technoculture (MIT) with an enrolment of about 700 students, as well as an MA in Journalism, a Master's and doctoral program in Library and Information Science, and an MA and PhD in Media Studies. The enrolment in the MLIS program is about 200 students, including part-time students. Information about the Faculty and descriptions of its courses are available at http://www.fims.uwo.ca. The University of Western Ontario is a research intensive University of 27,000 full-time equivalent students. Interested candidates are invited to send their curriculum vitae, sample publications, names and addresses of three references, and a cover letter outlining their interest in the position by June 30, 2005 to: Dr. Catherine Rosa, Dean, Faculty of Information and Media Studies, North Campus Building, The University of Western Ontario, London, ON, Canada, N6A 5B7. Phone: 519-661-3542; Fax 519-661-3506. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

## M

■ **MARKETING — Concordia University.** The Marketing Department at the John Molson School of Business at Concordia University in Montreal invites applications for tenure track positions at the Assistant Professor level starting June 1, 2006. Candidates should have a PhD in hand or near completion. They should have a strong commitment to teaching excellence and a research record that demonstrates strong research potential and ability to publish in top quality journals. Qualified candidates in all areas are encouraged to apply. The usual teaching load for the first 3 years is 4 courses per year, and this load can be maintained in subsequent years if research performance is satisfactory. Teaching opportunities abound at the undergraduate level but are also available to qualified and interested individuals in the MBA, MSc and PhD programs as well as in executive programs. All programs are accredited by the AACSB. The John Molson School of Business at Concordia University is located in downtown Montreal, with convenient access to public transit and downtown attractions. Concordia University is an English-speaking university and has close to 30,000 students. The John Molson School of Business has over 4500 students. The Marketing Department has over 17 full time faculty members with PhD degrees from both Canada and the U.S. Only a few of the current full-timers were born in Canada. The others come from various countries such as Germany, Morocco, India, Turkey, Trinidad, Korea, France and China among others. Many of the current members of the department have published in A journals. Their research interests can be perused at http://johnmolson.concordia.ca/faculty/marksstaff.html. Research is valued and supported through generous start-up grants, and excellent computer and library facilities. There are numerous opportunities to apply for other internal and external grants. The number of course preparations assigned to junior faculty is minimized, as is the committee work they are allocated. Montreal, a city of over 2 million, is one of the most vibrant cities in North America. It also allows safe and affordable downtown living. Situated within driving distance of several Canadian cities (Toronto, Ottawa, Quebec City) and American ones (e.g., Boston and New York), it is well served by major airlines. Recreational opportunities abound, both in summer and winter since the city is located on the St. Lawrence River and is close to many ski resorts — Mont Tremblant, a major North American resort, is an hour and a half away. The city boasts a large number of high quality restaurants, and summer activities include the world-class Jazz, Comedy and Film festivals as well as the Montreal F1 Grand Prix. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity. All positions are subject to budgetary approval. Please send your curriculum vitae, no later than July 15, 2005, to the attention of Dr. Michel J. Bergier, Acting Chair, Department of Marketing, John Molson School of Business, Concordia University, 1455 De Maisonneuve Blvd. West, Montreal, Quebec, Canada, H3G 1M8; Phone: (514) 848-2424 extension 2950; Fax: (514) 848-4554; and email: mbergier@jmsb.concordia.ca. Professor Bergier will be attending the AMA Conference in San Francisco.

■ **MATHEMATICS — Bishop's University.** Bishop's University Mathematics Department invites applications for a ten-month temporary appointment effective August 1, 2005 or by arrangement. The successful candidate will hold a PhD, and have significant teaching experience. A research program including post-doctoral experience is desired. The teaching load is three courses per semester. The salary range is $44,747 - $63,427, and there is a professional development allowance of $1,667. The Department is small but has a vigorous research program, and is committed to teaching


## Faculty Position
## Materials Science and Engineering

The Department of Materials Science and Engineering at McMaster University is seeking qualified applicants for a tenure-track faculty position at the assistant or associate professor level, depending on the experience of the candidate. The successful applicant will be an outstanding emerging researcher with demonstrated expertise in any one or more of the following areas:

1. Biomaterials.
2. Nano and/or molecular fabrication techniques.
3. Molecular or nanomaterials theory, with interests in such areas as atomic level simulation

McMaster University has a network of research Institutes that provide stimulating interdisciplinary research opportunities, including the Brockhouse Institute for Materials Research, the School of Biomedical Engineering, the Centre for Electro-Optic Devices and the McMaster Micro- and Nano-Systems Institute.

The successful candidate will be expected to develop a strong research activity that will attract external research funding, supervise graduate students and teach both undergraduate and graduate courses. Applicants must have a Ph.D. in Materials Engineering or a closely related discipline. Registration, or eligibility for registration, by the Professional Engineers of Ontario will be considered an asset.

Salary is commensurate with qualifications and experience. Applications, including a CV, a statement detailing research and teaching interests and the names of three referees should be sent to:

**Faculty Selection Committee**
**Department of Materials Science and Engineering**
**McMaster University,**
**JHE 357-1280 Main Street West**
**Hamilton, ON L8S 4L7**

Email: jane@mcmaster.ca

McMaster University
ENGINEERING

*McMaster is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. All other qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority.*



McGill

## Vice-Principal (Research and International Relations)

McGill University invites applications and nominations for the position of Vice-Principal (Research and International Relations).

Research is at the heart of what McGill does – from teaching undergraduates to extending the frontiers of knowledge and contributing to the cultural and economic development of Quebec and Canada.

McGill University's distinguished history dates back to 1813. Its faculty attract highly competitive levels of research funding and conduct pioneering work of exemplary quality, making it Canada's most research-intensive university. The University's reputation for excellence and achievement is recognized worldwide, and its outstanding faculty are drawn from leading academic centres around the globe. Due to the quality of its research, McGill has been ranked among the top 50 universities in the world. For more information, please see **www.mcgill.ca**. The University, whose language of instruction is English, is enriched by its location in Montreal, a vibrant bilingual and multicultural city.

Reporting to the Principal, the Vice-Principal (Research and International Relations) is a member of the University's senior management team, the Chief Research Officer of the University, and will lead McGill's international research activities. The Vice-Principal is responsible for the evolution and implementation of McGill's research and international policy, and will devise and implement efforts to advance McGill's internationalization and standing in the global economy, building relationships to advance research objectives, successes, and impact. He/she will create opportunities for research and international collaborations, and promote partnerships with research organizations, government departments and granting agencies, and industry, both domestically and internationally. He/she will also play an important role in the evolution of public policy to support research, innovation, and internationalization in the academic context, and will work with private-sector individuals and organizations to expand their support of knowledge discovery and transfer. The Vice-Principal oversees the research grants office, prize advancement, the technology transfer office, and the International research office.

The successful candidate will possess an outstanding record of scholarship and research and have demonstrated academic leadership capabilities, with superior administrative, communications, and interpersonal skills. He/she will have extensive experience in advancing research excellence and impact, with the ability to think creatively and encourage and support excellence and innovation through a range of means, including multi-sectoral partnerships. A broad interest in, and appreciation for, the range of scholarly and scientific disciplines in which McGill excels are essential. The ability to communicate in both of Canada's official languages is preferred.

Applications and nominations, setting out the accomplishments on the basis of which the individual merits consideration, will be treated with the utmost confidence and may be directed to the address shown below. The Search Committee will begin its review of candidates starting in May 2005, and will continue until the position is filled.

In accordance with Canadian immigration policy, Canadians/permanent residents who meet the qualifications will be given priority. McGill University is committed to equity in employment.

**Janet Wright & Associates Inc.**
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9
Fax: 416-923-8311
mcgillvprir@jwasearch.com

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# CAREERS CARRIÈRES

excellence. One member holds the Maunce Auslander Chair in Representations of Algebras. The teaching of the Department is supported by the Math/Stats Help Center. Descriptions of courses offered can be found at: http://www.ubishops.ca/ccc/dv/sci/mat/. Sherbrooke, Québec is an affordable city of 140,000, two universities and a teaching and research hospital, in the center of Québec's beautiful Eastern Townships, but only ninety minutes from Montreal. Bishop's is nestled in the quiet, bilingual borough of Lennoxville, on a 500-acre campus, abounding in recreational opportunities. Bishop's is a primarily undergraduate, English language institution with 2150 full time students. Applications will be considered as they are received, until June 15 or the position is filled. Submit a c.v. three letters of reference and teaching evaluations, if available. Send applications to: Dr. Brad Willms, Dean, Division of Natural Sciences and Mathematics, Bishop's University, Sherbrooke, Québec, J1M 1Z7, Canada Telephone: (819) 822-9600 x2404; Fax (819) 822-9661; Email: bwilms@ubishops.ca. Bishop's University is an equity employer and encourages applications from all qualified candidates. However, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

■ **MATHEMATICS — Bishop's University.** Bishop's University Department of Mathematics invites applications for a tenure-stream appointment at the Instructor/Senior Instructor level, effective September 1, 2005 or by arrangement. The successful candidate will possess at least a Master's degree in Mathematics, and have significant teaching experience in undergraduate mathematics and statistics courses for Business students. This candidate will also demonstrate a strong interest and ability to develop curriculum in this area. The teaching load is a two year cycle of seven and eight one-semester courses per year. The salary range is $43,269–$76,112, and there is a professional allowance of $2,000. The position is subject to final approval. Sherbrooke, Québec is an affordable city of 140,000, two universities and a teaching and research hospital, in the center of Québec's beautiful Eastern Townships, but only ninety minutes from Montreal. Bishop's is nestled in the quiet, bilingual borough of Lennoxville, on an idyllic 500-acre campus, abounding in recreational opportunities. Bishop's is a primarily undergraduate, English language institution with 2150 full-time students. Applicants must submit a curriculum vitae and teaching dossier outlining their teaching experience and philosophy. Teaching evaluations should be included. Applications (and three letters of reference) should be sent to: Dr. Brad Willms, Dean, Division of Natural Sciences and Mathematics, Bishop's University, Sherbrooke, Québec, J1M 1Z7, Canada Telephone: (819) 822-9600 x2404; Fax: (819) 822-9661; Email: bwilms@ubishops.ca. The closing date for applications is June 15, 2005, or until the position is filled. Bishop's University is an equity employer and encourages applications from all qualified candidates. However, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

■ **MECHANICAL ENGINEERING — University of Waterloo.** The Department of Mechanical Engineering invites applications for a newly created tenure track position in the area of Manufacturing — Sheet and Tube Forming, at the Assistant, Associate, or Full Professor rank. The successful candidate will expand the existing critical mass within the Waterloo Centre for Automotive Materials and Manufacturing (WatCAMM), which conducts research into forming, joining and machining, and includes two Canada Research Chairs. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have expertise in the area of sheet and tube forming, in particular the industry and/or tribology aspects of these processes. He/she will join a rapidly expanding research group in the area of sheet and tube forming. World-class computing and experimental infrastructure is in place, including a 1,000 Ton hydroforming press, an instrumented mandrel-rotary draw tube bender, two 75 Ton triple-acting sheet forming presses, an instrumented drop tower, Hopkinson bars and friction characterization equipment. Major industrial research programmes are underway, with funding in excess of $1M per annum, on tube hydroforming and bending for light weight automotive applications, as well as the formability of light-weight sheet materials. The ability to attract further industrial funding will be valued greatly. Applicants must hold a PhD in Mechanical Engineering or Material Science and Engineering and have relevant experience, potential or proven ability for excellence in teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. It is anticipated that the appointment will begin in September of 2005 or as soon as possible thereafter. The University encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities; however, Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1.

■ **MECHANICAL ENGINEERING — University of Waterloo.** The Department of Mechanical Engineering invites applications for a tenure track position in the area of Solid Mechanics, with expertise in Structural Biomechanics, at the Assistant, Associate, or Full Professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have expertise in numerical modeling and research interests in musculoskeletal biomechanics with a focus on: constitutive behaviour of complex biological tissues; the structural interaction of biological tissues and common engineering materials; and/or, theories of traumatic failure in application areas such as the head, torso, spine and synovial joints. Current research interests in the department are in the areas of joint replacement implants, impact biomechanics and crashworthiness. Strength in undergraduate design project supervision, teaching of mechanical design, and collaboration with other faculty members is considered essential. Applicants must hold a PhD in Mechanical Engineering and have relevant experience, potential or proven ability for excellence in teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. It is anticipated that the appointment will begin September 1, 2005 or as soon as possible thereafter. The University encourages applications from all qualified individuals, including women, members of visible minorities, native people, and people with disabilities; however, Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1.

■ **MECHANICAL ENGINEERING — University of Waterloo.** An exciting and challenging opportunity exists for tenure-track positions at the University of Waterloo in support of a new initiative in Mechatronics Engineering. The University of Waterloo is committed to a significant thrust in Mechatronics in the Department of Mechanical Engineering including the establishment of an undergraduate degree program in Mechatronics Engineering. As part of this thrust, a significant capital expansion is underway, a Tier I Canada Research Chair in Intelligent Mechatronics and Materials Systems has been named, and a Centre in this area is being created. Information about the Faculty and Department can be found at www.eng.uwaterloo.ca and at www.me.uwaterloo.ca. The Department of Mechanical Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position in thermal engineering at the assistant, associate, or full professor rank. This search is part of an ongoing effort in launching the Mechatronics Engineering program, representing an increase in annual intake of 110 students. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program including external funding. The research field is flexible, but must be strongly linked to thermal engineering. Applicants must hold a PhD and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. G.E. Schneider, Chair, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Fax: (519) 888-4350. Applications will be accepted until suitable candidates are found. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **MEDICINE — University of Alberta.** The University of Alberta in collaboration with Capital Health seek an outstanding scientist and research leader to fill the position of Chair in Obesity and Healthy Weight Research at the rank of Associate or Full Professor. The Department of appointment will depend on the background of the successful candidate. Capital Health has recently launched a major new clinical initiative, the Weight Wise program. This is a long term priority area for Capital Health and it is the intent, in collaboration with the Faculty of Medicine, to develop a strong and vibrant research program as part of this. To this end we are looking for a strong research leader who will shape and develop this program. It is our expectation that the successful applicant will pull together the strong research teams that already exist at the University of Alberta with thoughtful recruitment build a world class program in Obesity and Healthy Weight Research located in Edmonton. Strong research groups already exist in lipid physiology, diabetes, hypertension and population health groups in obesity and healthy body weights. In addition, the Capital Health Region has launched a healthy weight program integrating healthy weight concepts and care across the spectrum from community and public health approaches, child health/family/adult treatment and bariatric surgery and these strong programs will be linked to the activities of the chair. The successful applicant will hold an MO/PhD, PhO or MD degree, will have completed substantial training in research, and will have an exemplary record of publication and research grants. Applicants holding an MO degree must have the FRCP(C) or equivalent in a specialty of Medicine and must have successfully completed their clinical training. Candidates with demonstrated success in leading an integrated research team of scientists and clinicians are particularly sought. Salary for rank will be according to the collective agreement with the University of Alberta. If the successful applicant participates in the provision of Clinical Service in either Medicine or Pediatrics, an alternative funding plan assures a highly competitive professional income package commensurate with training and experience. The University of Alberta is one of the major research universities in Canada with over 36,000 students, research funding over $375 million yearly (of which more than $40 million is from the Department of Medicine), more than 400 distinct research laboratories and more than 110 master's and 60 doctoral programs. The library is the second largest in Canada and the high quality of teaching has been recognized with over 22 national teaching awards in the 1990's. The 89 hectare campus contains outstanding educational, research and cultural facilities and has been a major host site for events such as the World University Games, the Commonwealth Games and the 2001 World Championships in Athletics. Edmonton, with a metro population approaching one million people, is the cosmopolitan capital of Alberta and is famous for its vibrant river valley, vibrant festivals, outstanding cultural facilities and groups, the success of its professional and amateur athletes and teams, its average of 12.3 hours daily of sunshine and the lowest taxes in the country. Candidates should provide an up-to-date curriculum vitae and the names and addresses of three referees by June 30, 2005 to Dr. Jon Meddings, Professor and Chair, Department of Medicine, University of Alberta, Edmonton, Alberta, Canada, T6G 2R7. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **MICROBIOLOGY — University of Saskatchewan.** The Department of Veterinary Microbiology at the Western College of Veterinary Medicine (WCVM) invites applications for a tenure-track position at the assistant professor level in the area of linkages between livestock and human disease. The individual will be expected to establish an externally funded research program in the area of molecular surveillance and epidemiology of zoonotic diseases in food animals. They will also be expected to participate in undergraduate and graduate teaching. Areas of particular interest should include, but not be limited to, newly emerging animal pathogens, microbial diversity, veterinary molecular diagnostics and pathogen/pathology bioinformatics. In addition, the candidate will be expected to serve as an important resource for other research projects at the WCVM that rely on the use of molecular biological tools. Research intensiveness is a priority for the University of Saskatchewan and for the WCVM. The University has several research groups as well as affiliated organizations such as the Vaccine and Infectious Disease Organization (VIDO) and the Toxicology Research Centre. A strong emphasis will be placed on the ability to interact and collaborate effectively with colleagues, and to operate as a member of a research team as well as independently. The successful candidate will have a PhD with a research record in molecular biology and one of the following areas: parasitology, bacteriology, virology or immunology. Prior post-doctoral experience in an active veterinary research or diagnostic laboratory is also required. The University is committed to Employment Equity. Members of designated groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Further information about our Department and its programs is available at http://www.usask.ca/wcvm/vetmicro. A letter of application, accompanied by a curriculum vitae, professional credentials, a statement of teaching and research interests, and the names of three references should be sent to: Dr. Vikram Misra, Dept. of Veterinary Microbiology, WCVM, 52 Campus Drive,

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**UBC** *Faculty of Dentistry*
The University of British Columbia
www.dentistry.ubc.ca

## Grant Tenure Track Position
## Global Oral Health & Community Dentistry

The Faculty of Dentistry invites applications for a full-time grant tenure track position in the Department of Oral Health Sciences. Applicants should preferably have interdisciplinary training in community oral health, and research experience at the Ph.D. level or the equivalent. The successful applicant will be fully responsible for the coordination and teaching of the Doctor/Dentist Patient and Society course in the undergraduate curriculum and for global health promotion and disease prevention in the undergraduate and graduate curriculum, in addition to research and service. Preference will be given to individuals with expertise in interdisciplinary global research and potential leadership to create a Centre for Global Oral Health.

The deadline date for receipt of applicants is ***June 30, 2005***. Please respond with a curriculum vitae and contact addresses of three referees to:

***Dr. Virginia M. Diewert, Head***
***Department of Oral Health Sciences, Faculty of Dentistry***
***The University of British Columbia***
***2199 Wesbrook Mall, Vancouver, BC V6T 1Z3***

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified applicants to apply, however, Canadian citizens and permanent residents will be given priority.

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RYERSON UNIVERSITY

# concept to creation

Ryerson University is known for innovative programs built on the integration of theoretical and relevant learning. Over 50 undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada.

The **Faculty of Engineering and Applied Science**, one of the largest in Canada, consists of 4,200 undergraduate students enrolled in 13 bachelor-level degree programs, and over 500 graduate students in six master's and four PhD programs. Today, over 190 faculty are engaged in educating future engineers and scientists in Aerospace, Chemical (Co-operative Program), Civil, Computer, Electrical, Industrial and Mechanical Engineering, Computer Science, Architecture, Contemporary Science, Chemistry, Biology, and Medical Physics. Our master's graduate programs (Chemical, Civil, Electrical, Computer and Mechanical Engineering, and Environmental Applied Science and Management) have grown considerably following their implementation in 2001, and the first PhD students were admitted to programs in Civil Engineering, Electrical and Computer Engineering, and Mechanical, Aerospace and Industrial Engineering in 2004, and in Chemical Engineering in 2005.

Faculty of Engineering and Applied Science

We are seeking candidates who are outstanding researchers, acknowledged by their peers as world leaders in their fields, and registered, or eligible for registration, as a Professional Engineer in Ontario. Information on the Canada Research Chairs Program and infrastructure support available to a successful candidate can be obtained at www.chairs.gc.ca.

Applicants must submit a curriculum vitae, a statement describing the proposed research program (seven-year plan for Tier 1 and five-year plan for Tier 2), five examples of recent and relevant publications, and the names of five references, by August 15, 2005, indicating position title, to: Dr. Stelin Boctor, Dean, Faculty of Engineering and Applied Sciences, Ryerson University, 350 Victoria Street, Toronto, Ontario, Canada, M5B 2K3. Fax: 416-979-5308. E-mail: dopasini@ryerson.ca. Applications received after this date will continue to be considered until suitable candidates are found.

## TIER 1 CANADA RESEARCH CHAIR IN BIOENGINEERING

We are seeking candidates for a Tier 1 Canada Research Chair (CRC) in Bioengineering. Candidates with research interests in bio-MEMS (micro electro-mechanical systems), tissue engineering, biomedical devices and sensors, or other related bioengineering areas are encouraged to apply. This position will be a joint tenured or tenure-track faculty appointment at the Full Professor level between the Department of Electrical and Computer Engineering, and the Department of Mechanical and Industrial Engineering. The successful candidate will be responsible for coordinating initiatives in undergraduate and graduate programs in Bioengineering in the Faculty of Engineering and Applied Science. Applicants must have a PhD degree in Bioengineering, Mechanical or Electrical Engineering or a related discipline.

The Mechanical and Industrial Engineering, and Electrical and Computer Engineering departments offer four-year accredited programs leading to Bachelor of Engineering (B.Eng.) degrees in Mechanical, Industrial, Electrical and Computer Engineering. The departments also offer graduate programs leading to a Doctor of Philosophy (PhD), Master of Applied Science (M.A.Sc.), or Master of Engineering (M.Eng.) degree. Information on the Department of Mechanical and Industrial Engineering, and the Department of Electrical and Computer Engineering can be respectively found at www.ryerson.ca/mecheng and www.ee.ryerson.ca.

## TIER 2 CANADA RESEARCH CHAIR IN AVIONICS

We are seeking candidates for a Tier 2 Canada Research Chair (CRC) position. Candidates with research interests in the area of aerospace electronics and avionic communication and control systems are encouraged to apply. This position will be a joint tenured or tenure-track faculty appointment at the Assistant or Associate Professor level between the Department of Electrical and Computer Engineering, and the Department of Aerospace Engineering. Applicants must have a PhD degree in Electrical, Aerospace or Mechanical Engineering or a related discipline.

The Aerospace Engineering, and Electrical and Computer Engineering departments offer four-year accredited programs leading to Bachelor of Engineering (B.Eng.) degrees in Aerospace, Electrical and Computer Engineering. The departments also offer graduate programs leading to a Doctor of Philosophy (PhD), Master of Applied Science (M.A.Sc.), or Master of Engineering (M.Eng.) degree. Information on the Department of Aerospace Engineering, and the Department of Electrical and Computer Engineering can be found respectively at www.ryerson.ca/~aero and www.ee.ryerson.ca.

*Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal people, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.*

ARCHITECTURE | ENGINEERING | SCIENCE

# CAREERS CARRIÈRES

University of Saskatchewan Saskatoon, Saskatchewan S7N 5B4. Telephone: (306) 966-7218; Fax: (306) 966-7244; Email: vikram.misra@usask.ca. Applications with complete documentation will be accepted until June 30, 2005 or until a suitable candidate is found.

■ **MUSIC — Cape Breton University.** The Department of Culture, Heritage & Leisure Studies at Cape Breton University invites applications for a 12 month term position at the rank of Assistant Professor to commence July 2005. Preference will be given to candidates who can: teach courses in folk music and ethnomusicology at the undergraduate level; help to develop an undergraduate minor in Ethnomusicology with a specialization in Cape Breton music; develop new courses in specialized areas; advise students; seek external funding and conduct a program of research; and collaborate with the Centre for Cape Breton Studies. Applicants should have a doctorate with a specialization in folk music or ethnomusicology (or be near completion) and have a substantial record of artistic and/or scholarly accomplishment. Applicants are expected to demonstrate potential and commitment with regard to teaching, research/creative/scholarly activities and service to Cape Breton University, community and profession. The union affiliation of this position is with the Cape Breton University Faculty Association of University Teachers (FAUT). Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae, academic transcripts and three letters of reference to the Human Resources Department. Applications must be received by 4:00 p.m. June 10, 2005. Email applicants will receive a return email confirming receipt. We thank all applicants for their interest; however, only applicants selected for an interview will be contacted. Cape Breton University is an equal opportunities/affirmative action employer. Human Resources Department, UCCB, PO Box 5300, 1250 Grand Lake Road, Sydney, NS, B1P 6L2; Fax: (902) 563-1456; Email: humanresources@ns.aliantzinc.ca; Website: www.uccb.ns.ca.

## N

■ **NANOBIOTECHNOLOGY (CHAIR) — University of New Brunswick.** The University of New Brunswick was the birthplace, in 1854, of engineering education in Canada. Today, UNB's Faculty of Engineering in Fredericton is ranked among the top 20 per cent of engineering schools in North America and is known nationally and internationally for its applied science programs. Rapidly evolving and new emerging technologies have fostered a strong interdisciplinary culture among the Faculty's seven major fields of study. The University of New Brunswick, Department of Chemical Engineering, in cooperation with major external funding from industry and government is establishing a Chair in Nanobiotechnology. The Department is seeking an established researcher with a demonstrated track record of achievement and publication in the field of Nanobiotechnology. The successful candidate will be expected to establish a strong and active research group, conduct and publish research of international stature, and to teach at graduate and undergraduate levels. The candidate will work in a collaborative environment with established faculty members within the various departments of the Faculties of Science and Engineering and seek external collaborations or partnerships as is appropriate. Preference will be given to qualified applicants with a demonstrated expertise in nanomaterials and their applications, especially as related to the creation of biosensors. The rank and salary of the position will be commensurate with the qualifications of the successful candidate. Please send applications including a CV and the names of three referees to: Dr. David Coleman, Dean, Faculty of Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, E3B 5A3. Applications will be accepted until the position is filled. Position pending receipt of external funding. Information about UNB and the City of Fredericton are available at www.unb.ca and www.city.fredericton.nb.ca respectively. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **NANOTECHNOLOGY ENGINEERING — University of Waterloo.** The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (http://www.nanotech.uwaterloo.ca). The initiative is a cross-disciplinary partnership between the three departments which are home to more then 140 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with emphasis in the areas of nanoelectronics (e.g. quantum structures, molecular electronics), micro/nano instruments (e.g., nanoscale spectrometry, fluidics), nanobiosystems (e.g., nanomedicine, biomaterials), and nanomaterials (e.g., nanocrystals, nano-engineered membranes). The successful candidates are expected to establish world-class, independent, externally-funded research programs in a research-intensive cross-disciplinary environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching lab facilities are being established across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement and a research statement. They may also indicate the department they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinating Officer, Nanotechnology Engineering Program, Room: DC 3726, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1, Canada; email: nefacultyhiring@nanotech.uwaterloo.ca. With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is in the heart of Canada's technology triangle and enjoys one of the fastest growths in Canada. All qualified applicants are encouraged to apply; however, Canadian Citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. Candidates targeting the Engineering departments are expected to become eligible for Professional Engineering registration in Ontario.

■ **NEUROSCIENCE (RESEARCH ASSOCIATE) — McGill University.** The Montreal Neurological Institute (MNI) of McGill University invites applications from outstanding candidates for a research associate position in the McConnell Brain Imaging Centre and the Department of Psychiatry at McGill University. The successful candidate will hold a PhD or MD in a field of neuroscience (e.g. neurology, psychiatry, psychology) and will have postdoctoral experience, and proven track record in functional brain imaging. The skills required include analysis of positron emission tomography radiolgand studies; analysis of functional MRI data, including one or more of the following: SPM, FMRISTAT, AFNI, structural equation modelling; UNIX, MATLAB. Experience in investigations involving clinical populations is an asset. The successful candidate will be expected to work as research associate to an established senior scientist. He/she will recruit patients for imaging studies and carry out the imaging experiments, including data analysis. Salary will be commensurate with qualifications. Applicants should submit a letter of interest, curriculum vitae, and the names of three references to: Dr. Alain Dagher, Montreal Neurological Institute, McGill University, 3801 University St., Montreal, QC, Canada, H3A 2B4. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Deadline for receipt of applications is 30 June 2005.

## O

■ **OCCUPATIONAL THERAPY — University of Toronto.** The Department of Occupational Therapy at the University of Toronto is inviting applications for two tenured stream positions. The Department is committed to providing excellence in research and teaching in occupational science and occupational therapy. In addition to preparing entry-level MScOT graduates to be research-based practitioners in occupational therapy, tenure track faculty in the Department also prepare the next generation of scientists and academics through their scholarship in the doctoral stream program of the Graduate Department of Rehabilitation Sciences. The Department of Occupational Therapy is located at 500 University Avenue. The Department is central to and integrated with Canada's premier academic health care facilities, and immersed in one of the world's most culturally diverse urban centres. Excellent new on-site research facilities provide bases for faculty's collaborations with fully affiliated teaching hospitals and rehabilitation centres, community service organizations and research institutes. The Department is appointed with state of the art classrooms and discipline-specific teaching laboratories, including a Creative Design and Orthotics Lab, an Assistive Devices and Augmentative Communication Lab, and an Occupational Performance Lab. The Department is seeking applications from individuals who hold (or are near to completing) a doctoral degree in occupational science, occupational therapy or a related discipline, who are productive researchers in the areas of return to work, gerontology, musculoskeletal, or evaluative sciences (measurement/biostatistics/epidemiology). Responsibilities of incumbents include contributions to the development of knowledge in their fields, supervision of doctoral and post-doctoral students, and teaching in both the entry-level Masters professional program in the Department of Occupational Therapy and in the doctoral research stream of the Graduate Department of Rehabilitation Science. Appointments will be at the assistant professor level, or higher. Rank and salary will be commensurate with qualifications. The competition will remain open until both positions are filled. The first round of applications will be reviewed by June 15th, 2005. Interested applicants should send a curriculum vitae, a statement of research and teaching interests, and the names of three referees to: Dr. Susan Rappolt, Associate Professor and Acting Chair, Department of Occupational Therapy, Rehabilitation Sciences Building, 160 - 500 University Avenue, 9th Floor, Toronto, Ontario, M5G 1V7; Email: s.rappolt@utoronto.ca; Website: www.ot.utoronto.ca. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **OPTOMETRY — University of Waterloo.** Applications are being accepted for a full-time, five year definite term lecturer at the School of Optometry, University of Waterloo. We are seeking applicants who have a strong background in ophthalmic dispensing and knowledge of the optometric profession within Canada. The successful applicant will instruct students in applied aspects of ophthalmic optics and dispensing. In addition, the successful candidate will be responsible for heading components of the clinical externship program within Canada, including the strengthening of current contacts and the development of new sites. This may include identifying and preparing proposals for funding opportunities and programs to support the external programs. Travel will be required. Eligibility for optometric licensure in Ontario would be an asset. Applicants would ideally be able to take up the position November 1, 2005 or earlier. Salary is negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent to: Director, School of Optometry, University of Waterloo, Waterloo, Ontario, N2L 3G1. Evaluation of candidates will continue until the position is filled. All qualified individuals are encouraged to apply, including women, members of visible minorities, native people, and persons with disabilities; however, Canadian citizens and permanent residents will be given priority.

■ **ORGANIZATIONAL BEHAVIOUR — University of Waterloo.** The Department of Management Sciences at the University of Waterloo invites applications for a tenure-track/tenured faculty position at the Assistant, Associate or Full Professor level in Organizational Behaviour. We seek an individual with a PhD in Organizational Behaviour, Social Psychology, Industrial/Organizational Psychology, Sociology or related field, who is capable of research, teaching and graduate student supervision related to behaviour in organizations. Experimental or empirical researchers with a strong theoretical foundation and broad research interests are preferred. The Department of Management Sciences is an interdisciplinary group of researchers in the Behavioural Sciences, Economics, Information Systems, and Operations Research located within the Faculty of Engineering. The Department encourages collaboration across disciplines and with colleagues from other departments at the University of Waterloo. Current research by faculty members in Organizational Behaviour ranges from experimental work on decision making, knowledge representation and problem solving, to field studies of organizational innovation, technological change and the implications of information technology in organizations. A complete description of the Department of Management Sciences can be found in the department Web site at: http://www.mansci.uwaterloo.ca/. UW is a Canadian leader in research, and prides itself on close cooperation with industry through its co-op programs, research contracts and technology transfer. The Waterloo region is a major industrial centre, with a burgeoning high-tech sector, including many "spin-off" companies from research at the University of Waterloo. Waterloo offers an ideal living environment, combining the advantages of a small city with easy access to Canada's largest city, Toronto, and to numerous outdoor and indoor recreational activities. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University encourages applications from women, members of visible minorities, native people, and persons with disabilities. Salary will be competitive and commensurate with qualifications and expertise. Please send a detailed Curriculum Vita (including a summary of research and teaching interests), a list of courses taken at the doctoral level (for recent PhDs), one or more unpublished or published research papers, and names and addresses of at least three references to: Elizabeth Jewkes, Chair, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be evaluated as they are received, and will be accepted until the position is filled. Please direct e-mailed applications to: inquiries@manager.uwaterloo.ca.

## P

■ **PHILOSOPHY — Simon Fraser University.** The Simon Fraser University Philosophy Department invites applications for a senior philosopher to chair the department, beginning in the academic year 2006–2007. The appointment will be tenured. The successful candidate is expected to serve as chair for a term of five years. AOS: Open. Applicants should be Associate or Full Professors with a significant research record. Prior administrative experience is desirable. Simon Fraser University is a publicly funded university with an enrolment of approximately 25,000 students. The normal teaching load is 2/2 in a trimester system. The chair's teaching load is reduced. Ours is a collegial department of 14 members, committed to excellence in both research and teaching. Simon Fraser University is located in greater Vancouver, a city noted for its beautiful natural setting, climate and culture. Applications, together with CV and names, addresses and e-mail of three referees should be sent by regular mail to: Dr. John Peirce, Dean, Faculty of Arts and Social Sciences, Simon Fraser University, Burnaby, B.C., Canada V5A 1S6. Review of applications will begin on September 1, 2005 and continue until the position is filled. We aim to bring short-listed candidates to campus in Fall 2005. Applicants may consult the webpage at http://www.sfu.ca/philosophy

Memorial
University of Newfoundland

## ASSISTANT PROFESSOR IN ORGANIC CHEMISTRY
### *Department of Chemistry*

The Department of Chemistry, Memorial University of Newfoundland, invites applications for a contractual appointment at the rank of Assistant Professor in the area of Organic Chemistry, effective on or after September 1, 2005, for a one year period, with a possibility of renewal for up to two additional years subject to budgetary approval. The successful applicant will be responsible for teaching introductory and advanced level organic chemistry courses. Salary will be in accordance with the Collective Agreement.

Memorial is a well equipped, modern university with an undergraduate student enrolment of more than 15,000 and M.Sc. and Ph.D. programs in all the major areas of science. The Chemistry Department has 22 tenured faculty, about 40 graduate students in NSERC supported research programs, and modern research instrumentation in all areas of Chemistry. Interested candidates are invited to review the Chemistry Department home page at http://www.chem.mun.ca for further information.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. Applicants should provide a curriculum vitae, a list of publications, a statement of potential research interests and a research proposal, and should also arrange for the names and addresses of at least three referees to be sent to:

**Dr. Robert W. Davis, Head**
**Department of Chemistry**
**Memorial University of Newfoundland**
**St. John's, Newfoundland, Canada, A1B 3X7**
Telephone: (709) 737-8772
Fax: (709) 737-3702
E-mail: chemhead@mun.ca

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Deadline: **July 1, 2005**


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## NSERC UNIVERSITY FACULTY AWARDS FOR

# Tenure-Track Assistant Professors

DALHOUSIE UNIVERSITY invites applications from women and Aboriginal peoples of outstanding achievement who wish to be considered for an NSERC University Faculty Award. Applicants will have a PhD degree and will have demonstrated excellence in research in the natural sciences. Nominated candidates will be appointed to a probationary tenure-track position effective 1 July 2006 conditional on receiving this award. Interested candidates should consult the eligibility criteria for the UFA at the following website:
http://www.nserc.gc.ca/sf_e.asp?nav=sfnav&lbi=c7

DALHOUSIE UNIVERSITY is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. This award is available to Canadian citizens or permanent residents.

Enquiries and applications should be directed to the Chair of the appropriate department, DALHOUSIE UNIVERSITY, Halifax, NS , Canada, B3H 4R2 as follows: Dr. B. Freedman, Biology; Dr. J. Pincock, Chemistry; Dr. M. Gibling, Earth Sciences; Dr. P. Keast, Mathematics & Statistics; Dr. B. Boudreau, Oceanography; Dr. G. Stroink, Physics and Atmospheric Science; Dr. R. Brown, Psychology. To apply, send a curriculum vitae, a short statement of research interests, and a publication list with selected reprints to the appropriate Chair and arrange for three confidential reference letters to be sent to the same address. Information about the Faculty of Science at Dalhousie may be found at: www.dal.ca/science

DALHOUSIE UNIVERSITY
*Inspiring Minds*
*Faculty of Science*

Deadline: Applications should arrive by 1 August 2005.

# CAREERS CARRIÈRES

for further information on the Department of Philosophy, and on the details of the Chair's position. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. This position is subject to approval by the University Board of Governors and final budgetary authorization.

■ **PHYSICAL EDUCATION — University of Victoria.** The School of Physical Education invites applications from qualified candidates for a tenure-track position at the rank of Assistant Professor in the program area of Recreation and Health Education. Applicants should have academic/scholarly, research, practical and teaching expertise and experience in the area of recreation/leisure administration and/or management. This may include: 1. recreation therapy/rehabilitation; 2. philosophy/foundations of recreation and leisure, 3. leadership in recreation and leisure; 4. history and/or sociology of sport, physical activity, recreation, leisure, 5. planning, implementation, and evaluation of recreation and leisure service delivery; 6. work with disadvantaged (persons living with disabilities, chronic disease; 7. low income, multi-cultural immigrants, at-risk youth); 8. or aging populations. Qualifications: Doctoral degree preferred, demonstrated achievement in research and scholarship including a clearly defined research agenda and evidence of superior teaching effectiveness. The School of Physical Education is an academic department within the Faculty of Education at the University of Victoria. Our mission is to advance knowledge and to prepare professionals in the area of physical activity and health through teaching, research and service. Recreation and Health Education is one of three undergraduate programs in the School. It is a mandatory cooperative education BA degree emphasizing the preparation of students in the planning, implementation, evaluation and supervision of recreation, sport, fitness and health promotion policies and programs that support social change. The successful candidate may also have the opportunity to teach in the other two undergraduate program areas of Kinesiology and Secondary Physical Education and in our graduate programs, depending on expertise and the needs of the School. A collaborative research culture exists within the School. Some of our current faculty research interests include: population and behavioural health/medicine, health promotion, bona fide occupational fitness testing and physiology, field based teacher education, inclusive pedagogy, adapted physical activity, workplace health and wellness, rehabilitation neuroscience, sport and health psychology, gender equity, exercise physiology and epidemiology. For a complete listing of faculty research areas and descriptions of the School's programs, visit the School's website: http://www.educ.uvic.ca/phed/. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. Letters of application, including a description of teaching/research experience and interests, teaching dossier including teaching evaluations, an up-to-date curriculum vitae, and the names, addresses, e-mail and telephone numbers of three (3) referees, should be submitted by September 30, 2005 to: Dr. David Docherty, Interim Director, School of Physical Education, University of Victoria, PO Box 3015 STN CSC Victoria BC, V8W 3P1; (250) 721-8375; Fax: (250) 721-6601; Email: phecdir@uvic.ca. It is anticipated that interviews for this position will be held during November 2005 with an anticipated start date of July 1, 2006.

■ **PHYSICS — McMaster University.** The Department of Physics and Astronomy at McMaster University invites applications from women and Aboriginal peoples for a tenure-track faculty position in Experimental Physics at the Assistant Professor level, which will commence July 2006. The successful candidate will be nominated for an NSERC University Faculty Award (www.nserc.ca/guide/sl/3g_e.htm) and must meet NSERC's eligibility criteria for this award. The goal of the University Faculty Awards Program is to decrease the underrepresentation of women and Aboriginal peoples in faculty positions in the natural sciences and engineering by encouraging Canadian universities to appoint very promising researchers in those groups to tenure-track or tenured positions in science and engineering. Candidates must have a PhD degree, a strong research record, an excellent aptitude for undergraduate and graduate teaching, and be a Canadian citizen or permanent resident. The competition is open to experimentalists in any area of condensed matter physics, biophysics, or atomic physics. For more information about our Department and existing groups in those areas see www.physics.mcmaster.ca. Applicants should send a curriculum vitae, a statement of research interests and plans, a statement regarding teaching, and arrange for three letters of reference to be sent to: Chair, Department of Physics & Astronomy, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4M1. E-mail and Fax applications will not be accepted. Complete applications must be received by August 15, 2005. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

■ **PHYSICS — University of Waterloo.** The Department of Physics, University of Waterloo, invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Tel: (519) 888-4567, Ext. 6831; E-mail: PHYSICS@UWATERLOO.CA. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our WEB page http://www.science.uwaterloo.ca/physics. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **PHYSICS (RESEARCH ASSOCIATE) — McGill University.** Physics Department, McGill University. We are looking for a creative research associate to carry out fundamental and applied research on magnetocaloric materials. The candidate is expected to have experience in sample preparation, characterization and property measurement techniques. The position is initially for two years. Salary will be commensurate with experience. Please send your electronic application (CV, list of publications and contact information of three references) to attouinan@physics.mcgill.ca before July 1st, 2005. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McGill University is committed to equity in employment.

■ **PHYSICS, ENGINEERING PHYSICS & ASTRONOMY — Queen's University.** The Department of Physics, Engineering Physics & Astronomy at Queen's University invites applications for a faculty position under the Canada Research Chairs (CRC) program. The successful candidate will be an outstanding young researcher in experimental particle astrophysics, who has demonstrated creativity and possesses a strong research record in this field, with the potential for future leadership. The position will enhance and complement the current program in particle astrophysics/astronomy at Queen's. Queen's is the lead institution and has responsibility for the Sudbury Neutrino Observatory (SNO; see http://sno.phy.queensu.ca), Canada's major project in particle astrophysics. We intend to maintain our significant involvement in this field through the development of the future capabilities of SNO and experiments to be sited in the new SNOLAB international underground facility. Queen's is also interested in taking a leadership role in developing new experimental initiatives related to questions at the intersection between particle physics and astrophysics/cosmology. Currently, faculty members in the particle astrophysics group are participating in SNO, the PICASSO dark matter experiment and the Borexino solar neutrino experiment, and have close interactions with Queen's faculty conducting research in observational astronomy, astrophysics and theoretical cosmology. Other research areas in the Physics Department include condensed matter physics, engineering and mathematics. Graduate students for all three academic terms, as well as assisting in the development of undergraduate laboratories and academic counselling of science students. Salary range will be commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, outlining their qualifications, experience and teaching goals, and make arrangements for three letters of reference to be sent to Dr. S. Idziak, Associate Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Telephone: (519) 888-4567, extension 5580; E-mail: idziak@uwaterloo.ca. Materials should be received by June 30, 2005. Further information about the Department can be found on our Web page http://www.sci.uwaterloo.ca/physics/. All qualified candidates are encouraged to apply; however, Canadian citizens

# CAREERS CARRIÈRES

Dr. Murray Haight, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON, N2L 3G1; mahaight@uwaterloo.ca. The School of Planning is part of the Faculty of Environmental Studies that includes a School of Architecture, a Department of Environment and Resource Studies, and a Department of Geography. In addition, it has a Heritage Resource Centre that undertakes research and professional education involving both natural and built environments, and a Mapping, Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modelling and simulation. Additional information about the Faculty may be found at: http://www.fes.uwaterloo.ca/. The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **POLITICAL SCIENCE — University of Waterloo.** The University of Waterloo Department of Political Science invites applications for a tenure track appointment at the Assistant Professor level in World Politics, more specifically in the foreign policies of the United States and/or major powers in Europe, in Asia or in Africa. The successful candidate must be capable of teaching second year world politics lecture courses and senior undergraduate and graduate seminars in aspects of international politics and in conflict and conflict resolution. Candidates must have a PhD and the successful candidate must demonstrate a strong programme of research (publications and grant record) and an excellent teaching record. The appointment is effective July 1, 2006 or when filled. Send the application, c.v., teaching dossier and two or three samples of recent scholarly work to Ilfe Chair, Department of Political Science, University of Waterloo, Waterloo, Ontario, N2L 3G1 by October 3, 2005. Make arrangements for three letters of reference to be sent to the Chair by the closing date. The University of Waterloo seeks applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

## S

■ **SOCIAL SCIENCE — McGill University.** McGill University is launching an exciting new Institute for Health and Social Policy which will span the many faculties of the University. Extensive research underscores the enormous impact of poverty, inequalities, labor conditions, education, and other social conditions and policies on the health and well-being of individuals, families, and populations. The new McGill University Institute for Health and Social Policy will conduct and support world class research into how social conditions impact on health, and will lead programs designed to translate research findings into policies and programs on national and global scales. We are inviting applications for two tenure track or tenured faculty positions who will be based at the Institute and in the appropriate department(s) in the Faculty of Medicine and/or Faculty of Arts. Successful candidates will be nominated for a Canada Research Chair in Global Health and Social Policy. In accordance with the terms of reference for the Canada Research Chairs, the University seeks emerging scholars (no more than ten years from the PhD for Tier II) with outstanding promise, who have the potential to achieve international recognition as leaders in their fields within five to ten years or established internationally recognized scholars (for Tier I). Further details on the Canada Research Chairs can be found at www.chairs.gc.ca. Applicants should hold a PhD or equivalent degree in public policy, public health, epidemiology, political science, economics, sociology, or other related field. Candidates should have a publishing track record in fields examining how social conditions impact on health and expertise in addressing poverty, gender inequalities, child policy, family policy, or labor policy. Because of the strategic roles the faculty members will play in the new Institute, as well as in their academic departments, experience conducting quantitative analyses of large comparative data sets and conducting directly policy relevant research is important. Expertise on Latin America, Africa, and/or Asia as well as OECD countries is strongly preferred. To apply, please send a CV, 3 recent research articles, a statement of research interests and contact information for three referees to: Institute for Health and Social Policy, McGill University, 1020 Pine Avenue West, Montreal, Quebec H3A 1A2. In addition to sending a full dossier by mail, candidates should also send an electronic copy of their letter of application and their CV to the Institute Director: applicants.ihsp@mcgill.ca. (Please put "Application for CRC Tier 1/2" in the subject heading.) Review of applications will continue until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

■ **SOCIOLOGICAL THEORY — University of Windsor.** The University of Windsor invites applications for a tenure-track faculty position in the Department of Sociology and Anthropology in the area of Theory at the rank of Assistant Professor commencing July 1, 2006. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions Contact: Dr. Lynne Phillips, Chair, Appointments Committee, Department of Sociology and Anthropology, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4; Tel: 519-253-3000, Ext. 2190; Fax, 519-971-3621, Email: lynnep@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **SOCIOLOGY — Cape Breton University.** The Department of Anthropology & Sociology in the School of Arts and Community Studies at Cape Breton University invites applications for a tenure-track position and a 12 month term position either in Sociology or in Sociocultural Anthropology at the rank of Assistant Professor. Both positions will begin July 2005. Areas of specialization are open, but preference will be given to those that do not duplicate current strengths and to candidates able to teach the University's joint Introduction to Sociocultural Anthropology and Sociology (ANTH 110). Applicants must have a PhD (or be very near completion). For information on the department, visit www.capebretonu.ca/ensoc and for specific information on the position, contact John deRoche, Chair, john_deroche@capebretonu.ca or phone (902) 563-1253. Applicants are expected to demonstrate potential and commitment with regard to teaching, research/creative/scholarly activities and service to Cape Breton University, community and profession. The union affiliation of this position is with the Cape Breton University Faculty Association of University Teachers (FAUT). Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae, academic transcripts, evidence of teaching experience, samples of published works and three letters of reference to the Human Resources Department. Applications must be received by 4:00 p.m. June 10, 2005. Email applicants will receive a return email confirming receipt. We thank all applicants for their interest; however, only applicants selected for an interview will be contacted. Cape Breton University is an equal opportunities/affirmative action employer. Human Resources Department, UCCB, PO Box 5300, 1250 Grand Lake Road, Sydney, NS, B1P 6L2; Fax (902) 563-1456; Email: humanresources@ns.aliantzinc.ca; Website: www.uccb.ns.ca.

■ **SOCIOLOGY & CRIMINOLOGY — Saint Mary's University.** The Department of Sociology and Criminology invites applications for a nine-month sessional appointment at the rank of Assistant Professor level commencing September 1, 2005. It is seeking a candidate with a strong record of research and teaching in research methods, statistics and introductory sociology. Candidates should have a PhD or be near completion. Saint Mary's University is uniquely committed to serving the local, regional, national, and international communities, and integrating such activity as part of the learning environment for undergraduate and graduate students. Information about the University and Department may be found at www.smu.ca. Applicants are asked to submit a curriculum vitae, teaching portfolio, an example of recently published work, and the names, addresses and contact numbers for three referees. Application packages should be sent directly to the Chair of the Selection Committee, Dr. Madina Vander-Plaat, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants are responsible for ensuring that their files are complete. The deadline for completed applications is July 1, 2005. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

■ **SOCIOLOGY & CRIMINOLOGY (CRIMINOLOGY) — Saint Mary's University.** The Department of Sociology and Criminology invites applications for a nine-month sessional appointment at the Assistant Professor level commencing September 1, 2005. The Department is seeking a candidate with a strong record of research and teaching in Criminology. Applications will be considered for all areas of specialization within this field but preference will be given to candidates who can contribute to the teaching of core courses in classical and contemporary criminological theory and/or statistics. Candidates should have a PhD or be near completion. Saint Mary's University is uniquely committed to serving the local, regional, national, and international communities, and integrating such activity as part of the learning environment for undergraduate and graduate students. The Department offers an undergraduate degree in Criminology as well as a Masters Degree in Criminology and a Criminology Graduate Diploma. Further information about the University and Department may be found at www.smu.ca. Applicants are asked to submit a curriculum vitae, teaching portfolio, an example of recent published work, and the names, addresses and contact numbers for three referees. Application packages should be sent directly to the Chair of the Selection Committee, Dr. Madina VanderPlaat, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants are responsible for ensuring that their files are complete. The deadline for completed applications is July 1, 2005. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

■ **SOFTWARE ENGINEERING — University of Waterloo.** The Software Engineering Board invites applications for a five-year, definite-term position as Associate Director at the rank of Lecturer, with the possibility of the appointment being converted to a permanent position. A candidate must possess a graduate degree, preferably a PhD, in Software Engineering, Computer Science, or Computer Engineering, and must be willing to seek Ontario registration as a Professional Engineer. The candidate must also demonstrate an aptitude for outstanding teaching in software engineering or related area. Industrial experience is desirable. The appointment could start as early as September 2005. Applications will be considered until the position is filled. At Waterloo, Software Engineering (http://www.softeng.uwaterloo.ca) is a professional undergraduate program jointly offered by the Department of Electrical and Computer Engineering (http://www.ece.uwaterloo.ca) and the School of Computer Science (http://www.cs.uwaterloo.ca). The faculty are international leaders in software engineering research, and the program attracts many of the best students in the country, admitting more than one hundred students each year. Excellent offices, laboratories, and computing facilities, and supportive staff provide for a productive work environment. The role of the Associate Director is to help administer the Software Engineering program. Primary duties include teaching, academic advising, promoting the program, and coordinating administrative tasks with counterparts in Computer Science and in Electrical and Computer Engineering. Scholarly activities, such as professional development and/or participation in research, are also expected. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applications should be sent by electronic mail to sedirector@uwaterloo.ca, or by post to Dr. Joanne Atlee, Director of Software Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. An application should include a curriculum vitae, statement of career objectives, and the names and e-mail addresses for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as they are complete, and as long as the position is available.

## V

■ **VISUAL ARTS — Sir Wilfred Grenfell College.** Sir Wilfred Grenfell College, Memorial University of Newfoundland invites applications for a 4.5 month teaching appointment for Winter, 2006. Expertise in Foundation 2 Dimensional Design and Painting. Undergraduate teaching experience, working knowledge of traditional methods, contemporary issues and practices, and studio safety protocols is essential. MFA or equivalent required. Send exhibition record, teaching philosophy and slides of recent work with application. All appointments are subject to budgetary approval. Salary will reflect qualifications and experience in accordance with the Collective Agreement governing faculty at Memorial University of Newfoundland. Applications will be accepted until June 30 or until the position is filled. A letter indicating the position applied for, as well as curriculum vitae, teaching dossier, other material where specified, and the names of three references should be sent to: Vice-Principal, Sir Wilfred Grenfell College, Memorial University of Newfoundland, Corner Brook, NL, A2H 6P9, telephone 709-637-6231, fax 709-637-6218. For further information visit www.swgc.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

## ACCOMMODATIONS

■ **GENEVA/SWITZERLAND —** Holiday/short stays; central, attractive studio (2.5 rooms) sleeps 2–3. Weekly all included 550.00 euros. Sperzotti Ph +39-055-245 739; e-mail curotti@tiscali.it.

■ **EDINBURGH, SCOTLAND —** Fully furnished 3-bedroom flat for rent from August/September 2005 to June 2006. Centrally located (New Town). All modern conveniences including central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Chittick/Stephen Brown 011 44 131 556-7381 (phone/fax) or (705) 748-1237 Trent University. Email: kchittick@btinternet.com or swbrown@trentu.ca.

■ **EDMONTON, ALBERTA —** Fully-furnished large 3 or 4 bedroom sunny modern home; summer 2005 to summer 2006 (flexible); 15–20 minutes to University of Alberta; 1 or 2 studies/offices; large separate MB suite with whirlpool; large yard with garden and deck; absolutely no smoking; pets negotiable; rent negotiable (includes satellite, phone (local), high speed internet) plus utilities; weekly cleaning arrangement optional. Contact Ursule Criqoli at (780) 988-0751 or ursulec@athabascau.ca.

■ **FIRENZE/ITALY —** Sabbatical/holiday rental; central location, attractive 2 double bedrooms apartment, living and dining room, well equipped kitchen. Monthly (4 weeks) 1500.00 euros + utilities/final cleaning. Weekly all included 700.00 euros (two people). Spezzotti Ph +39-055-245 739; e-mail curotti@tiscali.it.

■ **NOVA SCOTIA —** 4 Bdr log cabin on large secluded lake in Lunenburg County. Sleeps 6–9 with private dock, canoe, BBQ, firepit, horseshoes, badminton, fishing onsite. Golf and south shore towns of Chester, Mahone Bay & Lunenburg nearby. $3000/mos, or 1000 per week — min 2 weeks. Available July 1–Nov 30 2005. Ph 902-826-2081, email dhb@sccsswave.ca.

■ **HALIFAX/DARTMOUTH —** Halifax area Dartmouth, NS, 3–4 bedroom home overlooking beautiful Oathill Lake. Available September 1, 2005 for 1 year. Hardwood floors, piano, large deck, garden. Swimming and skating at your front door. Great for families; schools, parks, recreation, shopping nearby. 10–15 minutes from downtown Halifax in quiet professional neighbourhood. No smoking or pets. 1250/month plus utilities. Furnished or unfurnished. John or Corinne (902) 464-3875, or e-mail kejmaster@yahoo.ca. References required.


Laurentian Laurentienne
UNIVERSITY/UNIVERSITÉ

**Tenure Track Position**
**Renaissance Drama**

Applications are invited for a tenure-track position in Renaissance Drama. The successful candidate will also teach one of the following: **Creative Writing, Modern and Contemporary British Literature, Film/New Media Production**, commencing August 1, 2005, subject to budgetary approval.

Laurentian's English Department offers streams in Literature and in Rhetoric and Media Studies. The successful candidate will contribute primarily to the Literature stream in the field of her or his expertise. English Department faculty have opportunities to participate in Laurentian's Interdisciplinary M.A. in Humanities. For further information on the English programme visit our website at http://english.laurentian.ca/e

A doctorate and indications of research achievement and potential are required. Rank and salary commensurate with experience, and subject to the University's Collective Agreement which is available at http://www.lufapul.ca. Applicants should submit a curriculum vitae and arrange for three referees to write directly to:

**Dr. Thomas M.F. Gerry, Chair**
**Department of English, Laurentian University**
**Ramsey Lake Road, Sudbury, Ontario P3E 2C6**
Fax: 705-675-4870

While the language of instruction is English, Laurentian University has a requirement of passive bilingualism (English/French) as a condition of tenure. The University offers free second language courses to its employees. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Laurentian University is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. The closing date for applications is **June 30, 2005.**



McGill

**Various Positions, Department of Pediatrics**
**Faculty of Medicine**

The Department of Pediatrics, McGill University and the Montreal Children's Hospital of the McGill University Health Centre (MUHC) are inviting applications for the following Faculty positions at the rank of Assistant, Associate or Full Professor based on the applicant's qualifications and experience:

- Pediatric Gastroenterology: **Director & Staff Physicians**
- Pediatric Hematology-Oncology: **Director & Staff Physicians**
- Pediatric Nephrology: **Staff Physicians**
- Pediatric Infectious Diseases: **Director**
- Pediatric Medical Emergency: **Staff Physicians**
- Newborn Medicine: **Staff Physicians**
- Medical Scientists: **M.D. or Ph.D.**

The selected M.D. candidates must be eligible for licensure within the province of Quebec. Candidates should be certified (or eligible) by the Royal College of Physicians and Surgeons of Canada in Pediatrics (or possess comparable qualifications) and be eligible for licensure in the Province of Quebec. Candidates applying for the positions of Director must have demonstrated strong leadership skills in research and teaching. All successful candidates should be physician-scientists or basic scientists with an established record of accomplishments in basic or clinical research. For qualified individuals, laboratory space, shared equipment and start-up funding will be available through the associated McGill University-The Montreal Children's Hospital Research Institute and MUHC RI.

Interested applicants are asked to submit a signed letter of interest, curriculum vitae (including e-mail address) and three letters of reference.

**Dr. Harvey J. Guyda, Chair**
**Department of Pediatrics**
**The Montreal Children's Hospital**
**Room C-414, 2300 Tupper St.**
**Montreal, Quebec H3H 1P3**
**E-mail: harvey.guyda@muhc.mcgill.ca**
**Telephone: 514-412-4467; Fax: 514-412-4251**

*All qualified applicants are encouraged to apply. Remuneration of the successful candidate will be based on individual qualifications. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Candidates would benefit from a working knowledge of both official languages. "Les candidat(e)s tireront avantage d'une connaissance des deux langues officielles." McGill University is committed to equity in employment.*

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*MAIL TO: CAUT, 2675 Queensview Drive, Ottawa, Ontario K2B 8K2* CAUT

CONFERENCE

# Academic Freedom Post-9/11

## 28-30 October 2005

MARRIOTT TORONTO BLOOR YORKVILLE HOTEL

Governments have responded aggressively to security concerns in the aftermath of September 11. Sweeping anti-terrorism laws have been introduced; executive powers of governments have been strengthened; and long-standing civil liberties called into question.

The Harry Crowe Foundation is hosting a conference to consider the post-9/11 impact on universities and colleges. Bringing together leading experts from across North America, the conference will look at lessons from past times when security fears threatened academic freedom and will examine the current situation in Canada, the United States and internationally. The conference is open to representatives from faculty associations, student organizations, NGOs, governments, trade unions and members of the public.

## FRIDAY

Noon REGISTRATION

1.45 OPENING SESSION

**Welcome**

Howard Pawley (President, Harry Crowe Foundation)

2.00 PLENARY

**The Sacking of Bertrand Russell at Cambridge in 1916: Implications for Today**

Andrew Bone (Senior Research Associate, Bertrand Russell Research Centre, McMaster University)

3.00 REFRESHMENT BREAK

3.15 PLENARY PANEL

**Lessons from the Cold War Era**

Chandler Davis (Professor Emeritus of Mathematics, University of Toronto; Distinguished Editor, Linear Algebra and its Applications; Editor-in-Chief, The Mathematical Intelligencer. After refusing to testify before the House UnAmerican Activities Committee without invoking the 5th Amendment, Davis was dismissed from the University of Michigan, convicted for contempt of Congress and jailed. He came to the University of Toronto in 1962.)

Lee Lorch (Professor Emeritus of Mathematics, York University; Fellow, Royal Society of Canada; Honorary Life Member, International Society for Analysis, its Applications and Computation. Lorch moved to Canada (University of Alberta) in 1959 as a result of political persecution during the Cold War.)

4.30 DISCUSSION GROUPS

**Today and Yesteryear: Similarities and Differences**

6.00 RECESS

## SATURDAY

9.00 PLENARY

**Anti-Terrorism Laws and Academic Freedom: Canadian Perspectives**

Allan Manson (Professor and Chair of Graduate Studies, Faculty of Law, Queen's University; former Deputy Judge, Yukon Territorial Court; Author of *Law of Sentencing* and co-author of *Sentencing and Penal Policy in Canada*.)

Kent Roach (Professor of Law, University of Toronto; Member, Advisory Panel for Policy Review for the Arar Inquiry; Author of *September 11: Consequences for Canada*, and co-editor of *The Security of Freedom: Essays on Canada's Anti-terrorism Bill*; Fellow, Royal Society of Canada; Managing Editor, The Criminal Law Quarterly.)

10.30 REFRESHMENT BREAK

10.45 DISCUSSION GROUPS

**Reflections on the Canadian Experience**

Noon LUNCH (Not Provided)

1.30 PLENARY

**Anti-Terrorism Laws and Academic Freedom: American Perspectives**

Jonathan R. Cole (John Mitchell Mason Professor of the University, Columbia University; Provost and Dean of Faculties, Emeritus, Columbia University; Fellow, American Academy of Arts and Sciences; National Associate, U.S. National Academies of Sciences; Author of *Academic Freedom Under Fire*, Daedalus, Spring 2005.)

Robert O'Neil (Director, Thomas Jefferson Center for the Protection of Free Expression; University Professor, Faculty of Law, University of Virginia; Former President, University of Virginia; Former President, University of Wisconsin; Chair, American Association of University Professors Special Committee on Academic Freedom and National Security in a Time of Crisis.)

3.00 REFRESHMENT BREAK

3.15 PLENARY

**Anti-Terrorism Laws and Academic Freedom: International Perspectives**

Ben Hayes (Director of the Statewatch European Monitoring and Documentation Centre on Justice and Home Affairs in the EU (SEMDOC) and editor of the Statewatch European Monitor.)

Peter Leuprecht (Directeur, Institut d'études internationales de Montréal, Université du Québec à Montréal; UN Representative of the Secretary General for Human Rights in Cambodia; Former Dean of Law, McGill University; Former Deputy Secretary-General, Council of Europe; Recipient, Prix du civisme européen; Member, committee of four Sages asked to prepare a human rights agenda for the European Union for the year 2000.)

Maureen Webb (Legal Officer, Canadian Association of University Teachers, Author of Global Surveillance, a report of the International Civil Liberties Monitoring Group.)

5.00 RECESS

## SUNDAY

9.00 PLENARY

**Secrecy in Research**

Joel R. Lexchin (Emergency Physician, University Health Network; Associate Professor, School of Health Policy and Management, York University; Associate Professor, Department of Family and Community Medicine, University of Toronto; Author of "Transparency in Drug Regulation: Mirage or Oasis?")

Nancy Olivieri (Professor of Medicine and Paediatrics, University of Toronto; Senior Scientist, Toronto General Research Institute, University Health Network.)

Ursula Franklin (University Professor Emerita, University of Toronto; Senior Fellow, Massey College; Companion, Order of Canada; Fellow, Royal Society of Canada; Author of *The Real World of Technology*; Recipient, Pearson Peace Medal.)

10.30 REFRESHMENT BREAK

10.45 PLENARY

**Looking Back/Looking Ahead**

Jon Thompson (Professor and Chair of Mathematics and Statistics, University of New Brunswick; Member, Arthurs Commission into Academic and Scientific Integrity; Chair, Olivieri Committee of Inquiry; Recipient, Milner Memorial Award.)

Roland Penner (Professor and former Dean of Law, University of Manitoba; former Attorney-General, Province of Manitoba; Member, Order of Canada. )

Noon CLOSING SESSION

**Wrap-Up**

Howard Pawley (President, Harry Crowe Foundation)

Brenda Gallie (Vice-President, Harry Crowe Foundation)

12.30 ADJOURNMENT

For registration and hotel information go to www.crowefoundation.ca or contact Nancy Gordon at 613-820-2270

EARLY REGISTRATION FEES (BEFORE SEPTEMBER 24):

$250 Participants with organizational support (faculty associations, universities, unions, governments, NGOs) | $70 Individuals | $25 Students

# Harry Crowe Foundation

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